



Africa's leading social transformation institution, offering affordable world-class education, impactful public health programmes, and global partnerships to empower leaders and communities.



# ANNUAL REPORT

2025 - 2026



FPD is registered as a private higher education institution in terms of Section 54(1)(c) of the Higher Education Act, 1997 (Act No. 101 of 1997), and Regulation 16(4)(a) of the Regulations for the Registration of Private Higher Education Institutions, 2002.

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# 1 OVERVIEW

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# Message from the FPD Founder



*As I write this message for the 2025–2026 Annual Report, I do so with a deep sense of reflection, gratitude, and transition.*



Dr Gustaaf Wolvaardt

The past year has been one of both consolidation and repositioning for the Foundation for Professional Development. In a rapidly shifting global and local environment—marked by tightening donor funding, increasing regulatory complexity, and profound health system challenges—we have remained steadfast in our mission: to catalyse social change through developing people, strengthening systems, and delivering innovative solutions.

In 2025, FPD continued to demonstrate resilience and relevance. Our educational footprint expanded, exceeding 600,000 learners across more than 110 countries, while improving the quality standards that have become synonymous with our brand scoring an average of 97% for our online qualifications from the USA based independent online education quality assurer Quality Matters. We strengthened our academic offering, deepened our international partnerships, and continued to lead in the development of accessible, high-impact learning models tailored to the realities of a global audience.

Our research and systems strengthening work remained firmly embedded in the realities of the communities we serve—advancing critical work in HIV, TB, and mental health, while increasingly positioning FPD at the forefront of emerging priorities such as climate and global health.

Our conferences and convening platforms continued to play a catalytic role in shaping discourse, influencing policy, and driving collective action.

At the same time, we have been deliberate in repositioning FPD for the future. The gradual shift away from traditional donor dependency has accelerated the need for new, sustainable models—particularly in education, professionalisation, and public-private collaboration. We have responded by strengthening our business development capacity, investing in digital transformation, and sharpening our strategic focus on areas where FPD can have the greatest systemic impact.

On a more personal note, leading FPD over nearly three decades has been a journey shaped by the realities of South Africa itself. Doing the right thing in this country has never been easy. We have navigated some of the most defining challenges of our time—from the years of AIDS denialism to the global financial crisis of 2008, to the COVID-19 pandemic and its far-reaching consequences, and most recently, the abrupt disruption caused by the withdrawal of USAID funding.



At each of these moments, the path forward was uncertain and often contested. Yet, what has sustained FPD is not circumstance, but conviction. The deeply embedded values that define this organisation—our commitment to service, integrity, excellence, innovation, and the freedom to challenge—have served as our North Star. In an organisation as diverse as FPD, it is these shared values that have provided coherence, resilience, and purpose, even in the most turbulent times.

Importantly, 2025 has also been a year of internal transition. On 15 April 2026 I will be stepping out of the role of Managing Director and into that of Founder. This transition has been carefully planned and deliberately executed, with the full support of the Board, to ensure continuity, stability, and renewed leadership energy at a critical moment in our organisation’s journey.

It gives me great confidence to hand over the leadership of FPD to Dr Gloria Maimela, who will assume the role of Chief Executive Officer. Dr Maimela brings not only deep technical expertise and strategic insight, but also a strong commitment to the values and mission that have defined FPD since its inception. Over the past years, she has played a central role in shaping our innovation, research, and systems strengthening agenda and defining the next two year strategic direction, and is exceptionally well positioned to lead FPD into its next phase.

Leadership transitions are not moments of closure, but of renewal. FPD has never been about individuals—it has always been about building systems, empowering people, and creating platforms that outlast any one leader. I remain fully committed to supporting this next phase, and will continue to contribute in a strategic and mentoring capacity over the coming months, while completing a few key projects before leaving at the end of September 2026.

As we look ahead, the challenges facing our health systems—and our societies more broadly—are becoming more complex, more interconnected, and more urgent. Yet, within these challenges lie unprecedented opportunities for innovation, collaboration, and impact. FPD is well positioned to meet this moment.

**Gratitude**

I would like to extend my sincere gratitude to our Board, our staff, our partners, and the many communities we serve. It is through your commitment, professionalism, and shared sense of purpose that FPD has been able to achieve what it has over the past 28 years.

The foundation is strong. The direction is clear. The future is in capable hands.

**Dr Gustaaf Wolvaardt**  
*FPD Founder*



# The Road Ahead: Message from the Chief Executive Officer



Dr Gloria Maimela

**We present this Annual Report 2025 – 2026 at a pivotal moment in the journey of the Foundation for Professional Development (FPD).**

It is a moment shaped equally by reflection and renewal. A moment that honours the strength of what has been built, while deliberately positioning the organisation for the demands of an increasingly uncertain future.

The context in which we now operate is indeed fundamentally different. We are navigating a world shaped by volatility, constrained funding, shifting geopolitics, deepening inequality, mental and climate health crises and rapid technological change. These are not abstract forces, they directly affect how communities thrive, how health systems function, how education is delivered, and how institutions like FPD must organise themselves to remain relevant and solvent.

FPD's legacy has been substantial. Over nearly three decades, the organisation has built a powerful brand founded on quality, relevance, and public value. That strength did not emerge by accident. It is the result of principled leadership, disciplined delivery, and an enduring willingness to work at the intersection of people, systems, and social change. It is a legacy that has been shaped by our Founder Dr Gustaaf Wolvaardt. His leadership, vision and courage have shaped FPD into an institution capable of taking

positions, challenging complacency, and sustaining impact through some of the most turbulent periods in South Africa's health and development landscape. I am deeply respectful of that legacy and grateful for the foundation it provides.

FPD enters its next phase with a depth of experience and credibility. As I step into the role of Chief Executive Officer, I do so with a strong sense of responsibility: to honour what has been built, to be honest about the realities we face, and to lead decisively toward the future we are committed to creating.

The future strategy charts a clear course towards becoming a self sustaining, digitally enabled, and globally networked higher education institution serving Africa's health systems. It prioritises five interconnected pillars: Institutional sustainability and excellence; Innovation, digital transformation and Artificial Intelligence (AI); regional expansion and strategic partnerships; social and environmental impact; and investment in people, culture, and values.

This is not a strategy of incremental adjustment, but one of intentional repositioning. It recognises that brand strength alone is insufficient, that donor dependency must be reduced, and that data driven decision making, regulatory leadership, and new commercial and partnership models are essential for long term resilience. It also affirms FPD's responsibility to lead in addressing emerging and



under recognised crises while maintaining excellence in education, research and mental health and climate health systems strengthening.

As we look ahead, we do so with realism and confidence. The challenges are substantial, but so too are the opportunities. FPD enters this next phase with a strong foundation, a clear strategic compass, and a renewed leadership framework designed to ensure continuity, accountability, and adaptability.

As CEO, my priority is execution. This means making choices, sequencing actions, strengthening accountability, and ensuring that strategy translates into measurable outcomes. It means reaffirming confidence, internally and externally, that FPD can grow without compromising quality, and innovate without losing sight of the communities and systems we exist to serve. FPD

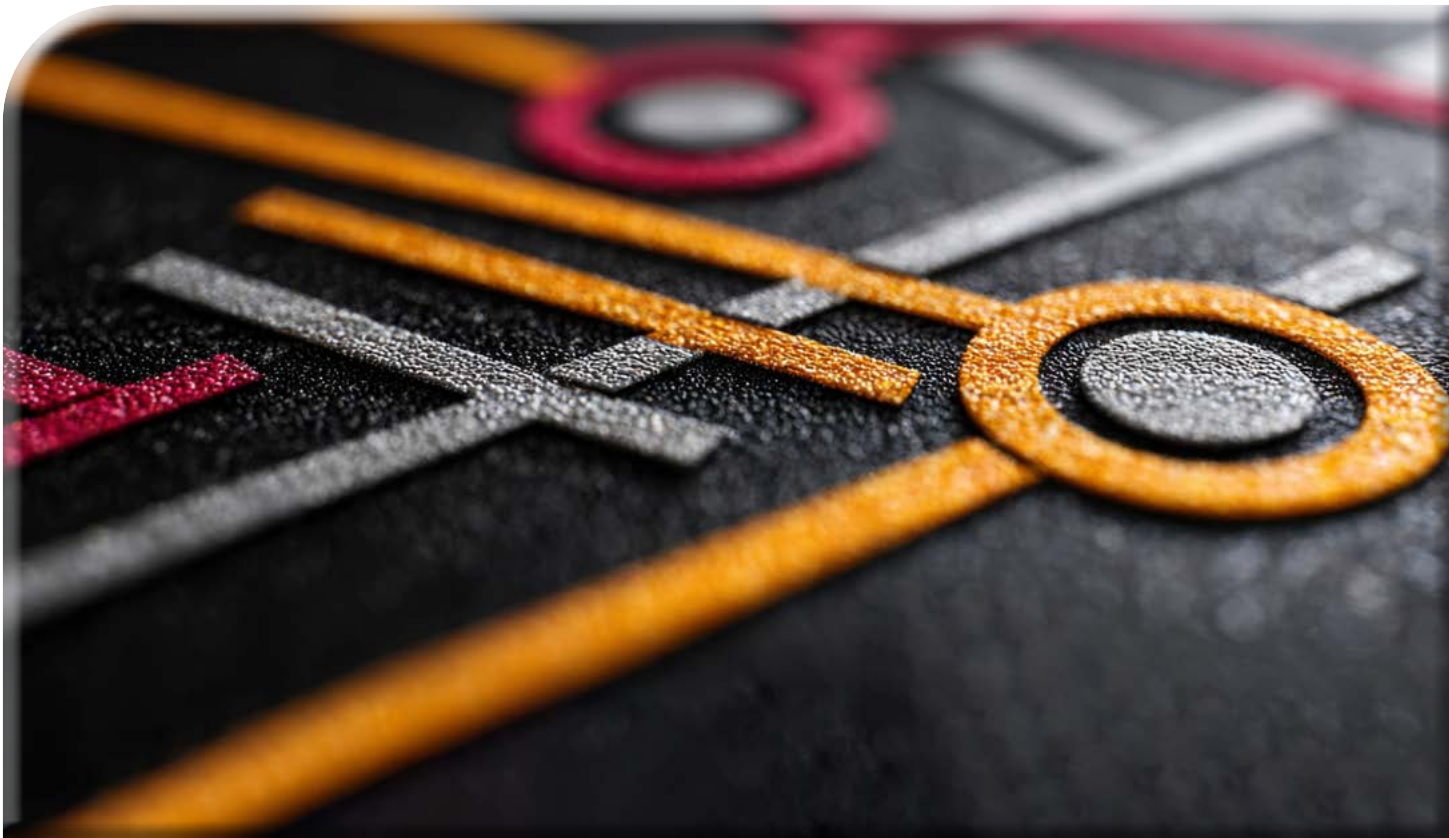
has always been at its strongest when it has invested in people and trusted collective intelligence. That will remain central to how we move forward.

**Acknowledgement**

I would like to acknowledge our Founder Dr Wolvaardt, the Board, staff, partners, students, and the communities we serve. Your trust, collaboration, and shared commitment remain central to FPD's success. Together, we will continue to translate expertise into impact, and vision into action.

The path forward will demand courage, discipline, and innovation but the future remains one we step into with purpose, clarity, and resolve.

**Dr Gloria Maimela**  
*FPD Chief Executive Officer*





# 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.

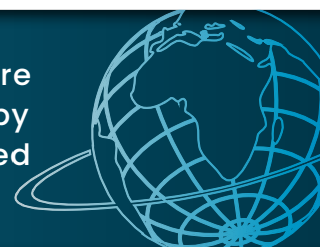
## Opportunities

- **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) and, Artificial Intelligence (AI) 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.



## Strategic Direction 2026

FPD is well positioned to play a pivotal role in the future of healthcare in Africa, in the wake of the sudden cessation of US donor funding, by focusing on our priorities and partnering with organisations dedicated to solving major societal challenges.



FPD prioritises the professionalization of health management, addressing the human resources for health (HRH) crisis, the professionalization of health education, as well as the development of models to integrate public-private sector service delivery. In addition, FPD focuses on addressing climate change and its impact on health and improving access to Mental Health services to overcome a 90% treatment access gap.

The Professionalization of health management will hopefully become a high priority for governments, donors and implementing partners. The sudden cessation of USAID funding has exposed the weaknesses of the current management model in the health sector that favours non-professionals. Professional and effective leadership and management are not only essential for successful implementation of health policies but are prerequisites for dealing with crisis situations. FPD supports the consensus that healthcare management needs to be professionalized, with formal qualifications becoming a requirement for managerial positions. The realities of the dramatic reduction of donor funding to the African health sector, has brought an urgency to professionalizing health management. According to the World Health organization 50% of health resources are wasted in Africa due to an amateur management model that prioritizes health professionals without management expertise for management positions. FPD has unique and long-standing relationships with the Alliance Manchester Business School and the Yale School of Public Health allowing us to bring

ivy league management qualifications to African health leaders at a fraction of the cost of international pricing. FPD also has several SAQA accredited health management qualifications on offer. Together these qualifications create a ladder of learning designed to facilitate managerial development from entry level to executive level. FPD furthermore has a large portfolio of customized short learning programmes on offer that is ideal for upskilling health managers who have become dependent on donor sponsored technical advisors.

WHO estimates a shortfall of approximately 11 million health workers by 2030, mostly in low- and lower middle income countries, Addressing the Human Resources for Health (HRH) crisis locally, regionally and globally has become imperative and involves tackling challenges such as the shortage of health workers, inadequate training and education, the brain drain, and the unequal distribution of health workers. It is a strategic objective of FPD to help solve some of these problems by using online technology and distributed learning platforms. FPD has a 28-year history of serving the public good through sponsored training, technical assistance to government and substantial on the ground service delivery. As such we believe we are well positioned to break through the local political reluctance to allow the private sector into undergraduate health care professional training in South Africa. We are also well positioned - although this may require establishing a presence outside of South Africa - to help meet the continent's massive shortfall of health care professionals and the need for



importing qualified care givers in the global north due to a rapidly aging population.

Professionalizing health education is essential for improving health outcomes. Health educators must have strong competencies to design and deliver evidence-based programs. Continuous professional development (CPD) can enhance these competencies, leading to better health outcomes. FPD has unique postgraduate qualifications in health professions education and leadership and a long-standing relationship with the Association for Health Professions Education and Leadership (AHPEL), a pan African society of health professions educators that allows us access to their network of alumni across Africa. FPDs CPD accreditation status via SAMA ensures that most African health statutory bodies accept FPD CPD Certificates. The importance of educational agility and the feasibility of online learning to rapidly develop health professions capacity in Africa was demonstrated by FPD's ability to rapidly develop and deploy customized in-service training programmes during the COVID-19 pandemic, when we pivoted to online learning and launched 39 new short learning online programmes in 18 months. FPD demonstrated that MOOCs[GM2.1] are feasible in the African context reaching 30 000 healthcare professionals and through incorporating behavioural sciences into these programmes achieved a certification rate 400% higher than the international norm.

Improving access to mental health care and wellbeing is a dangerously neglected health and economic priority. The World Economic Forum calculated in 2010 that mental health conditions cost the world economy approximately US\$ 2.5 trillion in 2010, due to lost productivity (US\$ 1.7 trillion) and direct costs of care (US\$ 0.8 trillion). This cost was projected to rise

to US\$ 6 trillion by 2030. In South Africa, the economic impact of only anxiety and depression amongst the employed workforce is estimated to cost the economy ZAR 170–210 billion per annum. Workplace interventions have been shown by the World Bank to deliver a 500% ROI. However, a critical shortage of mental health providers translates to a situation that 90% of people seeking mental health care, are unable to access any such care. FPD is one of a small group of educational institutions on the continent with a strong focus on finding affordable solutions for the mental health HRH crisis having developed an affordable solution in the form of our lay Interpersonal Counsellor (IPC) qualification that not only address this treatment gap but also addresses the massive youth unemployment challenge in Africa.

Climate change poses a profound threat to health across Africa, exacerbating existing vulnerabilities and widening health inequities. According to WHO, climate change is expected to cause approximately 250 000 additional deaths per year between 2030 and 2050. Rising temperatures, extreme weather events, and shifting rainfall patterns are increasing the spread of vector-borne diseases like malaria and dengue, while worsening food insecurity and malnutrition. Water scarcity and poor sanitation heighten the risk of diarrheal diseases, and climate-related displacement fuels mental health stress and weakens health system resilience. Communities already burdened by poverty and limited healthcare access face the brunt of these impacts. Urgent, coordinated action is needed to integrate climate adaptation into health planning and build climate-resilient, equitable healthcare systems across Africa creating opportunities for FPD in our educational, conferencing and research units. The Deputy CEO of FPD is one of the region's leading recognized experts in health and climate change.



Developing models to integrate public-private service delivery to support universal health care (UHC) currently being explored in Africa. The critical role of public-private partnerships (PPPs) in combating the HIV & TB epidemics, has only recently become a mainstream strategy in the region. PPPs will also be critical to fill the void left by the withdrawal of USAID

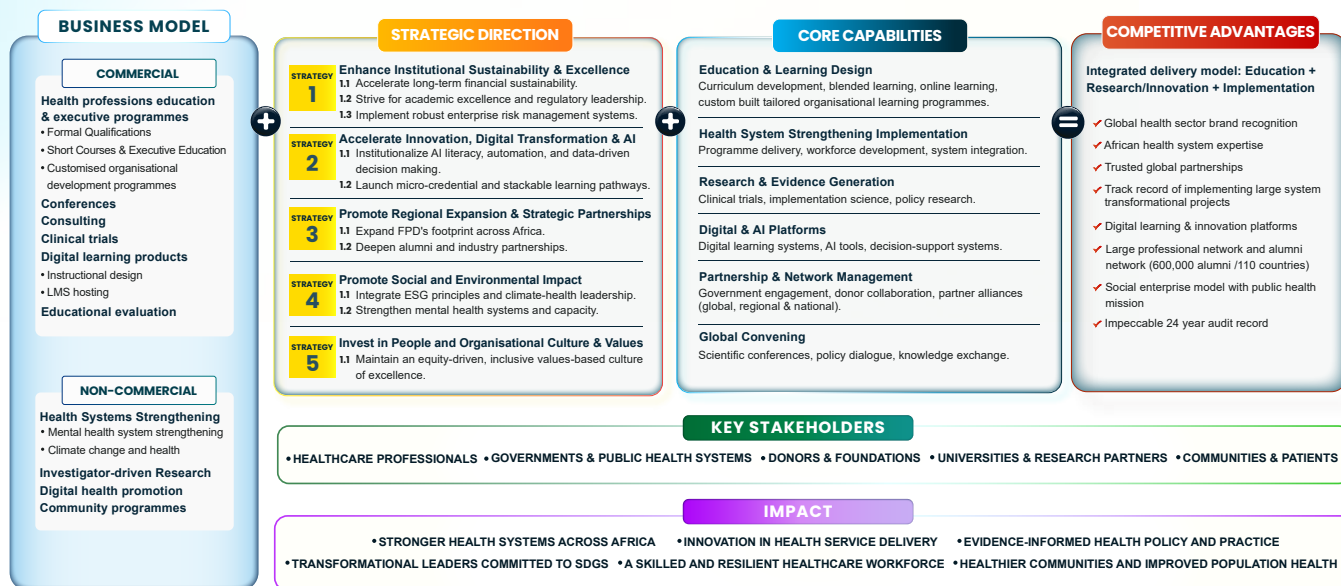
funding and staff that in many countries provided the bulk of the national AIDS response. FPDs subsidiary PPO Serve is arguably the continental leader in developing such models and a major resource for implementation science research. Their commercial model can also be rapidly expanded across the region.

# STRATEGIC VISION MAP 2026

FPD is Africa's leading social enterprise for health system transformation, advancing education, research, and innovation to turn knowledge into measurable health impact.

## VALUE PROPOSITION

FPD transforms knowledge into measurable health impact across Africa by developing professionals, strengthening health systems, advancing research, and scaling innovation.



# 2025 Snapshot

# 2025

## EDUCATION



11846 students trained on  
85 Short Courses and  
13 Formal Qualifications



**R18.4 Million**

amount of sponsorship funding received to provide subsidized education.

RECEIVED ACCREDITATION



ACCREDITED BY QCTO

ACCREDITATION NUMBER:  
07-QCTO/SDP180825105627



UNIVERSITE EPHRATA

New partnership with **Université Ephrata in Côte d'Ivoire**. To expand access to **FPD Online Programmes** across **West Africa**.



**New CHE Accredited Qualifications**



**POSTGRADUATE DIPLOMA IN MONITORING AND EVALUATION**

## RESEARCH



- 14 Peer Reviewed Publications
- 17 Oral and 10 poster presentations at conferences
- 8 Active research grants in 2025
- 3 New clinical trials at the Ndevana Clinical Research Site
- 1 New investigator-driven research project



Expanded the existing collaboration agreement with the **Gordon Institute of Business Science (GIBS)** to include joint research activities, such as advancing co-authored publications and supporting postgraduate research.

**NDLOVU CARES**



FPD received a generous donation of laboratory and pharmacy equipment, as well as consumables, from the **Ndlovu Care Group**.

## MENTAL HEALTH SYSTEMS STRENGTHENING



Over **50 Million** people reached through MH literacy on social media



RAMS COMICS

LAUNCH OF THE "MONNA KE NKU" CAMPAIGN



**Masiviwe** partnered with **Rams Comics** to promote men's mental health, challenging stigma by reinforcing that vulnerability is human, not weakness.

Campaign has reached over **1.7 million YOUTUBE** views.

<https://www.youtube.com/watch?v=ixruul7J0OI>



## CONFERENCES AND SPECIAL EVENTS



With the partnership of the **International Union against STI (IUSTI)**, FPD secured the bid to host **the IUSTI Global Congress** in Cape Town, South Africa 2028.

**3197**



Total number of delegates who attended our **Webinars**.

**Unite for Change – Empower Communities and Redefine Priorities for HIV/AIDS**



Organised the **12th SAAIDS Conference** attended by **1485** delegates



Launched the **SAAIDS Conference Review Magazine**.

TO VIEW SCAN QR CODE



## HIGHLIGHTS



FPD receive the **2025 Community Engagement Award** from **the South African Private Higher Education** for our work in Mental Health.



FPD receive the **Dr. Clarence Mini VBC Industry Recognition Award** for our contribution to strengthening health systems through education, capacity building and partnership in value-based care initiatives.



**President Cyril Ramaphosa** visited FPD to engage with youth beneficiaries of the **Jobs Boost Outcomes Fund**, an outcome-based instrument that unlocks opportunities for young people.

# Vision, Mission and Values

## VISION

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.

## OUR VALUES



### 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.

### EXCELLENCE

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.



# Commitment to National and 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 United Nation’s Sustainable Development Goals (SDGs). In addition to the many SDGs to which we contribute indirectly, our work directly contributes to SDG3: Good Health and Well-being, SDG4: Quality Education and recently SDG13: Climate Action.

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**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, , Climate-Health, HIV and GBV) so that most of our students study at no cost.

## CLIMATE ACTION

We believe that climate change is a public health emergency. FPD integrates climate resilience into our research, education, systems strengthening and advocacy. We train health professionals to address climate-related risks and develop health systems that are adaptive to environmental shocks. Our leadership in this space positions us to help shape Africa’s health-climate agenda.

## SOCIAL DEVELOPMENT GOALS



### SDG 1: NO POVERTY

We believe that access to education and decent work are powerful tools to break the cycle of poverty. FPD reduces barriers to education through subsidised programmes to the value of ZAR 767 million to date and creates employment through learnerships (5056 to date), internships, and designing new community-based roles such as interpersonal counsellors. By equipping individuals with practical skills and linking them to real opportunities, we contribute to lifting families and communities out of poverty.



### SDG 3: GOOD HEALTH AND WELL-BEING

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. To support Good Health & wellbeing for all, we deliver high-quality clinical and health management training across Africa, conduct clinical and implementation science research in rural communities, and implement health systems strengthening projects in areas such as HIV/TB where we supported access to AIDS treatment to 1,1 million PLHIV (2004 – 2018) in partnership with government and community stakeholders. Our current priority is on addressing the treatment gap in mental health and implementing programmes to improve workforce wellness.



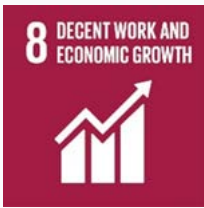
### SDG 4: QUALITY EDUCATION

We believe that education is the foundation of social change. FPD is committed to expanding access to quality, accredited, and contextually relevant education. Through distance, blended, and eLearning modalities, we ensure that students can learn where they live and work. We provide subsidised training in priority areas like mental health and HIV, having to date reached over 595,000 health professional learners across 110 countries.



### SDG 5: GENDER EQUALITY

We believe that a more equitable society is built by empowering women and protecting vulnerable populations. FPD addresses gender-based violence through targeted training and systems strengthening, while also advancing the leadership of women in health and education. Our work supports gender-sensitive healthcare and empowers women as both learners and leaders in the development sector.



### SDG 8: DECENT WORK AND ECONOMIC GROWTH

We believe that economic growth should be inclusive and people-centred. FPD supports skills development, entrepreneurship, and job creation across sectors. Our accredited qualifications and customised learning programmes respond to industry needs and enable learners to gain meaningful employment or career advancement, particularly in the health and public service sectors. Our current Interpersonal Counsellor (IPC) programme, implemented with JobsBoost has the potential to create jobs for a new cadre of community-based counsellors equipped to screen and provide counselling for common mental health conditions.



### SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

We believe that innovation must serve systems and scale impact. FPD develops and implements technology-enabled solutions to support healthcare delivery, education, and research. From mobile learning apps to AI-driven simulations and integrated data dashboards, our digital innovations contribute to resilient infrastructure and evidence-based decision-making.



### SDG 10: REDUCED INEQUALITIES

We believe that opportunity should not be defined by geography or income. FPD designs its programmes to reach underserved groups, including rural learners, key populations, and youth facing systemic barriers. We deliver training and services where people live and formats that meet their needs, promoting equity through access.



### SDG 13: CLIMATE ACTION

We believe that climate change is a public health emergency. FPD integrates climate resilience into our research, education, systems strengthening and advocacy. We train health professionals to address climate-related risks and develop health systems that are adaptive to environmental shocks. Our leadership in this space positions us to help shape Africa's health-climate agenda.







## 2 PRIORITIES AND 2025 ACTIVITIES

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- Deputy CEO's Office
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- Innovation and Health Systems Strengthening
- Conferences and Special Events
- Operations

# Managing Director's/CEO's Office

The Managing Director has the overall responsibility for managing FPD in accordance with the strategic direction provided by the FPD Board of Directors. Although the CEO retains full accountability for managing FPD, the organisation is in a transition period with the Deputy CEO scheduled to move to the CEO position in April 2026. As such key oversight responsibilities have been shared between the CEO and Deputy CEO. Additionally, the Managing Director manages several new and restructured units including:

## NEW BUSINESS DEVELOPMENT



The New Business Development Structure consists various teams, such as the **Marketing Team** and the **Sales Team**. The team focusses on B2B sales which largely supports FPDs mission to provide sponsored training to health care professionals or to provide professional development to employees of organisations.

### 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 bespoke training solutions delivered through various educational modalities.

### Marketing & Communications

**This unit has recently been brought in house with an expanded mandate including:**

- 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 UNIT



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.

# Deputy CEO's Office

During the 2025 reporting period, the Deputy CEO's Office focused on a set of strategic functions critical to **FPD's reconceptualisation and long term sustainability strategy**. This portfolio emphasised innovation, systems strengthening, and policy aligned capacity development, with a particular focus on addressing complex and emerging public health challenges across Africa.

## INNOVATION AND HEALTH SYSTEMS STRENGTHENING



In 2025, the Innovation and Systems Strengthening function consolidated FPD's **research capability, health systems and innovation initiatives** into a more integrated structure. This enabled stronger alignment between evidence generation, policy support, and capacity development.

The function operated as a **practical health think tank**, supporting the piloting, evaluation, and dissemination of innovative approaches to public health, health systems strengthening, and workforce development across the African region. Innovation initiatives focused on translating research and policy priorities into applied learning and system level interventions.

### Research

During 2025, research remained embedded across multiple FPD departments, with a dedicated **Research Unit based in East London, Eastern Cape** continuing to deliver a diverse portfolio of studies. Research activities focused primarily on **HIV prevention and treatment, sexually transmitted infections (STIs), tuberculosis (TB), and mental health**, while preparatory work was undertaken to expand research and implementation learning into the **climate change and health** domain.

Research projects were funded by a range of national and international donors and implemented by multidisciplinary teams comprising medical doctors, nurses, laboratory technologists, pharmacists, clinical research staff, data administrators, qualitative and quantitative researchers, and field workers. Throughout the year, research teams worked closely with local stakeholders to ensure that findings remained **locally relevant, ethically grounded, and operationally applicable**.

Importantly, research outputs in 2025 were intentionally linked to systems strengthening and training, supporting evidence informed policy dialogue, curriculum development, and implementation practice rather than remaining siloed within academic outputs.

## Systems Strengthening

In 2025, the **Systems Strengthening Unit** focused on improving the functionality, resilience, and responsiveness of public healthcare systems at national, provincial, and district levels. Predominantly funded through donor grants, the work maintained a strong **national and regional orientation**, supporting governments and partners to move from policy commitments to operational implementation.

Systems strengthening activities were implemented through the following core workstreams:

- **Technical Assistance through Policy Advice and Monitoring**

During the year, FPD provided targeted technical assistance through **policy aligned advisory support, coordination, and monitoring**, particularly in areas characterised by cross sectoral complexity and capacity constraints. This included participation in national technical processes, support to coordination mechanisms, and advisory input to reduce fragmentation and duplication across partners.

A new area of focus in 2025 was **climate change and health**. FPD provided technical leadership and coordination support within national climate and health structures, contributing to the formulation of climate adaptation strategies across academic, health sector, and community platforms. This work supported alignment with national health adaptation priorities and strengthened coherence in capacity building approaches.

Across all technical assistance activities, the emphasis remained on building **durable institutional capability**, rather than delivering short term project outputs.

- **Capacity Development through FPD's Academic Cluster**

Capacity development remained a central systems strengthening lever throughout 2025 and was delivered in close integration with **FPD's Academic Cluster**. Training initiatives focused on strengthening competencies required for effective health system leadership, service delivery, and adaptation under growing epidemiological, social, and environmental pressures.

### **Key thematic areas strengthened during 2025 included:**

- **Mental Health Systems Strengthening**

FPD expanded and consolidated training programmes addressing mental health literacy, stigma reduction, counselling capacity, leadership, and workforce wellbeing. This included training on Inter Personal Counselling (IPC) programmes, and resilience and burnout prevention initiatives for healthcare workers and managers. These interventions supported a shift towards more integrated, community embedded mental health care and a stronger focus on workforce resilience.

- **Leadership and Management for Health Systems**

Leadership and management capacity development continued to underpin systems strengthening work, supporting managers and leaders to navigate increasingly complex operational environments and to implement policy and strategic priorities more effectively.

Through this integrated approach, systems strengthening in 2025 was addressed as a **continuous interaction between policy, evidence, training, and implementation**, ensuring that workforce development investments translated into improved system performance.

## CONFERENCES AND SPECIAL EVENTS



**FPD Conferences and Special Events Team** is a business unit supported by skilled people operating in 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 policy advancement, 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 (AAXO). Additionally, as the largest organiser of health-related conferences in South Africa, we have extensive experience in registering our conference for CPD points with the Health Professions Council of South Africa (HPCSA).

### FPD recognises the following:

- 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. have 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 online 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 kickback moment, allowing them to shift focus for a bit.

## 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.



### 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

## PROPOSAL SUPPORT



As part of FPD's continued ability to identify opportunities, the **Proposal Support team** 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.

# Academic Team

## ACADEMIC AND TRAINING PROGRAMME OVERVIEW



The Academic and Training function is central to FPD's mission of **developing people and strengthening health and development systems across Africa**. As a registered private higher education institution (PHEI), FPD delivers formal qualifications, continuous professional development (CPD), organisational development programmes, conferences, and targeted workforce interventions designed to respond to evolving national, regional, and global priorities.

FPD's approach to education is guided by adult learning principles and a firm commitment to equity of access, ensuring that professional learning is relevant, applied, affordable, and accessible to working professionals across diverse settings.

### Scale, Reach, and Impact

During the 2024/25 reporting period, FPD expanded its blended and digital learning offerings, reaching over **600,000 learners across 110 countries**. Training was delivered through a combination of online platforms and in country programmes operating in **55 African countries**, supporting access in rural, remote, and high need contexts. This scale reflects sustained demand for high quality, contextually relevant education across public health, clinical care, mental health, leadership, and social development sectors.

### Accreditation, Quality Assurance, and Institutional Standing

FPD is registered with the **South African Department of Higher Education and Training (DHET)** in terms of the Higher Education Act, 1997, and is an accredited provider of Continuous Professional Development. Its CPD accredited programmes are recognised by multiple professional councils across Africa, reinforcing FPD's role as a trusted education partner for the health and development workforce.

Quality assurance is embedded across all academic and training offerings through internal peer review and external evaluation mechanisms. FPD's online programmes are reviewed by **QualityMatters (QM)**, an internationally recognised benchmark for online education, where programmes consistently achieve near perfect scores, demonstrating a sustained commitment to educational excellence and learner experience.

### Educational Portfolio: Qualifications, Short Courses, and Organisational Development

FPD offers a diverse portfolio of **formal qualifications, accredited short courses, and organisational development programmes** designed to strengthen individual competence and institutional capacity while reducing barriers to quality education.

### Qualifications and Short Courses

FPD's blended and distance learning model enables students to access education close to where they live and work, significantly reducing geographical and financial barriers and limiting time away from employment. Most students are subsidised, supporting inclusion and equitable access.

Teaching approaches are firmly grounded in adult education best practice and include interactive online content, tutorial and engagement sessions, case studies, group discussions, and structured and unstructured group work, ensuring both academic rigor and practical application.

### Organisational Development Programmes

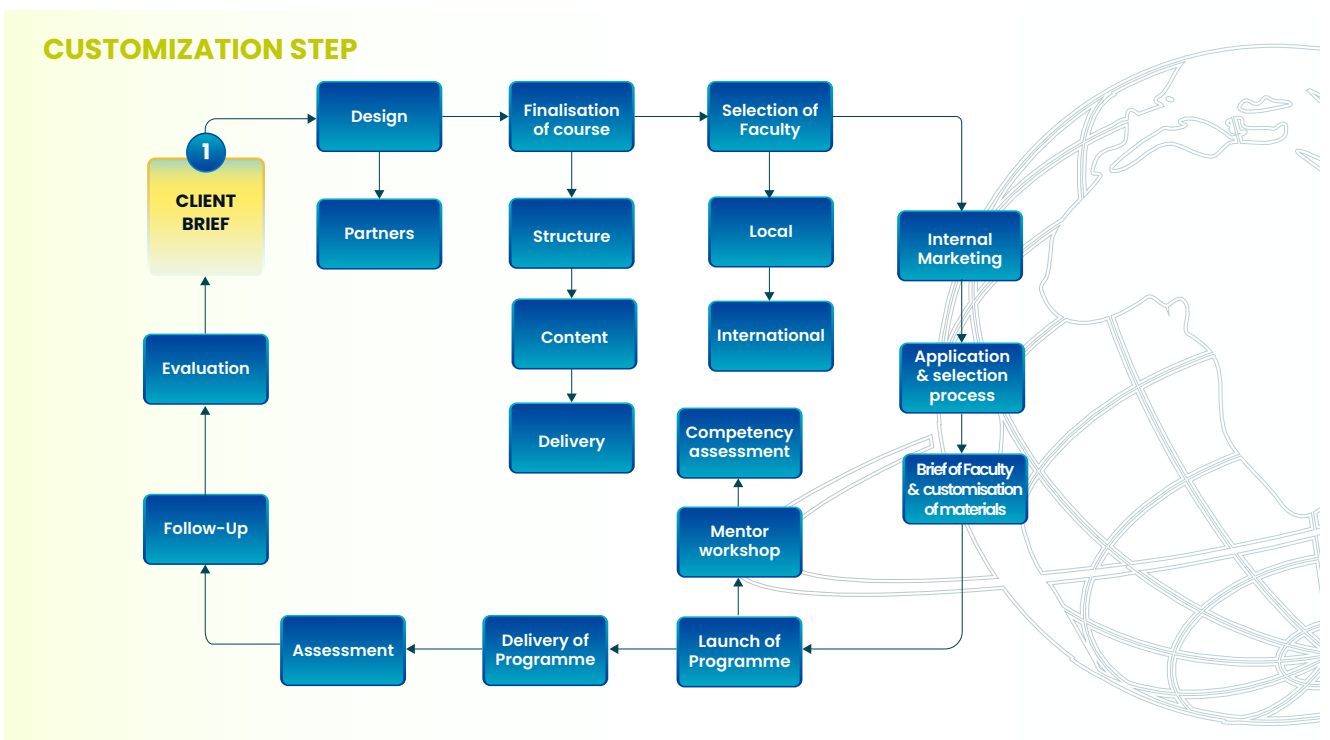
FPD has systematically designed and implemented organisational development programmes tailored to a wide range of institutions, including multilateral organisations, government departments and agencies, PEPFAR supported partners, academic institutions, private sector organisations, and non governmental organisations operating across health and social development sectors. These programmes strengthen leadership, management, and workforce capacity to support improved service delivery and system performance.

### Customisation and Stakeholder Responsive Design

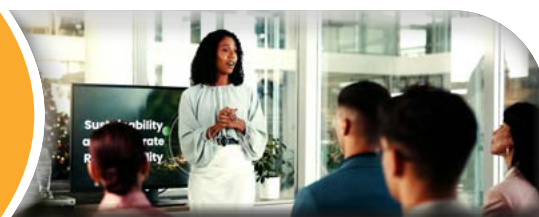
Customisation is a core pillar of FPD’s education and training approach and is central to programme effectiveness and impact. By tailoring content, pedagogy, and assessment methodologies to the specific needs and challenges identified by stakeholders, FPD ensures that learning is both academically sound and immediately applicable to real world professional contexts.

Close engagement with commissioning organisations and learners enables the integration of real life challenges, contextual case studies, and sector specific scenarios into programme design. This approach allows learners to apply theoretical knowledge to practical problems, enhancing relevance, engagement, and workplace impact.

Adult learners, in particular, value education that directly reflects their professional realities. Customised curricula and assessment exercises that mirror operational environments and decision making contexts strengthen motivation, deepen learning, and support more effective knowledge transfer.



Over 27 years, FPD has refined its expertise in developing customised learning solutions for a broad range of stakeholders across health and social development sectors. This capability remains a key institutional strength and a distinguishing feature of FPD's academic and training portfolio.



## Learning Outcomes and Graduate Attributes

### Learning Outcomes and Graduate Attributes

- A **sound and relevant knowledge base** in their chosen field
- **Scholarly, professional, and technical competencies** aligned to current and future career pathways
- **Academic, professional, and employability skills** for complex work environments
- **Values and attributes** that enable meaningful participation in society and contribute to growth and prosperity
- **Competencies and attitudes** necessary for **lifelong learning** in dynamic professional contexts

## Delivery Models and Teaching Modalities

FPD employs multiple complementary delivery models to meet diverse learner needs:

- **Asynchronous online learning**, self-paced, accessible via mobile devices with offline capability.
- **Synchronous virtual training**, enabling real time engagement and collaborative learning.
- **Webinars**, often attracting large professional audiences.
- **Micro training**, designed for concise, just in time learning via digital platforms.
- **In person training**, delivered nationally and across Africa, including in rural and remote areas, reducing the need for learner travel.

## Strategic Partnerships and Faculty Model

FPD maintains long standing international educational partnerships with institutions including **Alliance Manchester Business School, Yale University, and Columbia University's Department of Psychiatry**, supporting advanced management, health leadership, and mental health training programmes.

Faculty: Programme delivery is supported by a faculty panel model drawing on leading local and international subject matter experts. Faculty members participate in structured development processes to strengthen facilitation capacity, and where appropriate include individuals with lived or field experience to enhance relevance and learner engagement.

## Innovation and Future Focused Learning

FPD continues to invest in educational innovation through the development of **serious games**, both app based and board based, designed to enhance engagement, critical thinking, and knowledge retention. During the reporting period, exploratory work commenced on **AI driven simulations**, recognising their potential to support immersive, experiential learning that strengthens judgement and decision making in professional contexts.<sup>13</sup>

## Priority Interventions and Social Impact

In response to the growing mental health burden among healthcare professionals, FPD launched the **100,000 Healthcare Professionals Campaign**, providing free, evidence based training focused on mental wellbeing and self care. This initiative reflects FPD's broader commitment to workforce resilience, social impact, and system strengthening beyond formal education delivery.

## Looking Ahead

As demand for flexible, high quality, and outcomes focused education continues to grow, FPD's Academic and Training function will prioritise the expansion of digital learning pathways, continued strengthening of quality assurance, deepened strategic partnerships, and the responsible adoption of emerging educational technologies—while maintaining a firm commitment to equity, access, and measurable impact.



## CHE Accredited Qualifications

### NQF LEVEL: 8

#### Postgraduate Diploma in Monitoring and Evaluation

This postgraduate diploma is designed to strengthen professional capacity in the field of monitoring and evaluation, enabling graduates to manage, evaluate and improve programmes across a wide range of sectors. The qualification provides both theoretical foundations and practical skills, equipping learners to design M&E systems, collect and analyse data, and ensure evidence-based decision-making in organisational contexts. Graduates will emerge with a deeper understanding of how effective monitoring and evaluation contribute to sustainability, accountability, and improved outcomes in development, health, education, and government.

### 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: 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.

## **Internationally Certified 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 Learning Programmes**

### **E-Learning**

- Business Ethics in the Workplace
- Financial Management
- Knowledge Bytes: Structured Problem Solving
- Monitoring & Evaluation
- Monitoring & Evaluation in the PEPFAR Environment

### **E-Learning**

- Persuasive Business Proposal Writing
- Project Management
- Strategic Marketing
- Strategic Procurement

## 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
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## 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 21<sup>st</sup>-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 (AHPERL)

### 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 Learning Programmes

### Classroom

- MasterClass on Critical Thinking
- Lecturing Methods MasterClass / TOT

### 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
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## 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 Learning Programmes

### Classroom

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

### E-Learning

- Allergy Essentials: Recognition, Response and Ongoing Care
- Asthma Management: Diagnosis, Treatment and Best Practices
- Cause of Death Reporting
- Clinical Management of Cardio-And Common Vascular Disease
- Clinical Management of HIV/AIDS
- Clinical Management of Mental Health
- Clinical Management of Metabolic Syndrome

### E-Learning

- Clinical Management of Paediatric HIV and AIDS
- Clinical Management of Respiratory Diseases
- Clinical Management of Rheumatology
- Clinical Management of Sexually Transmitted Infections
- Climate Change and Health
- Diabetes: Optimising patient outcomes
- Diabetes: Optimizing Patient Outcomes
- Emergency Toxicology and Venomology
- Ethics in the SA Healthcare Environment
- Hypertension Essentials: Diagnosis, Management and Prevention
- ICD 10 Coding For Healthcare Professionals
- Mastering Telemedicine for Healthcare Professionals
- Medical Ethics

### E-Learning

- Mental Health Emergencies: Suicide Prevention
- Mental Health: A Self – help course for healthcare professionals
- Mental Health: Self-Help for Healthcare Professionals
- Pre-Exposure Prophylaxis
- Rational Use of Antibiotics

### E-Learning

- SA Legal System, Health Law And Human Rights
- Strategic Practice Management
- Telemedicine for Healthcare Professionals
- The Evaluation of Permanent Medical Impairment Rating AMA 6<sup>th</sup> Edition
- Tuberculosis 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
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## 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 Learning Programmes

### Classroom

- Research Methodology

### E-Learning

- Disaster Management
- Health Economics
- Introduction To Epidemiology

### E-Learning

- Introduction to Biostatistics
- Medical Professionalism
- Public Health – The Basics
- Refugee Health
- Risk Communication and Community Engagement



## Short Learning Programmes

### Classroom

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

### E-Learning

- Advanced Clinical Care for Professional Nurses
- Basic Airborne Infection Prevention and Control
- Batho Pele Principles
- Case Management and ICD 10
- Clinical Communication Skills
- Contraceptive and Fertility Planning
- Gender Based Violence In Community Health Settings
- HIV in the Workplace
- HIV Testing Services
- ICD-10 Coding For Non-Healthcare Professionals Law and Ethics for Nurse
- Infection Control in the Health Care Environment
- Integrated Adherence Counselling in the Healthcare Setting

### E-Learning

- Introduction To Palliative Care
- Law and Ethics for Nurse
- Mastering Telemedicine Support: Essential Training for Support Teams
- Medical Terminology And Anatomy for Non-Health Professionals
- Mental Health for the Nurses
- Nurse Initiated Management Of Anti-Retroviral Treatment (Refresher)
- Nurse Initiated Management of Ante-Retroviral Therapy
- Nurse Mentorship
- Tuberculosis For non-healthcare professionals
- Waste Management for Healthcare Facilities
- Wellness in the Workplace
- Wound Care
- Wound Care For Diabetic Patients
- Wound Care in Malignant and Palliative Wounds



# 2025 Activities and Impact



A key focus area during the year was the expansion of training and **capacity-building initiatives**.

## TRAINING DEPARTMENT



FPD's Academic Team develops and delivers innovative, high quality educational programmes that are responsive to student, professional and sector needs. All qualifications and short learning programmes are designed and reviewed in line with the regulatory requirements of the Department of Higher Education and Training (DHET), the Council on Higher Education (CHE) and the South African Qualifications Authority (SAQA). Professional training programmes further align with relevant statutory and professional council requirements where applicable. Through rigorous curriculum design and quality assurance, the Academic Team strengthens access to credible education and builds the knowledge, skills and professional competence of graduates and programme participants.

### Academic & Quality Assurance

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

- Advanced Certificate in Health Management
- Advanced Certificate in Management
- Advanced Certificate in Monitoring and Evaluation
- Higher Certificate in Early Childhood Care and Education
- Higher Certificate in Management
- Higher Certificate in Practice Management
- Postgraduate Diploma in Distance Higher Education
- Postgraduate Diploma in General Practice
- Postgraduate Diploma in Health Professions Education and Leadership
- Postgraduate Diploma in Monitoring and Evaluation

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

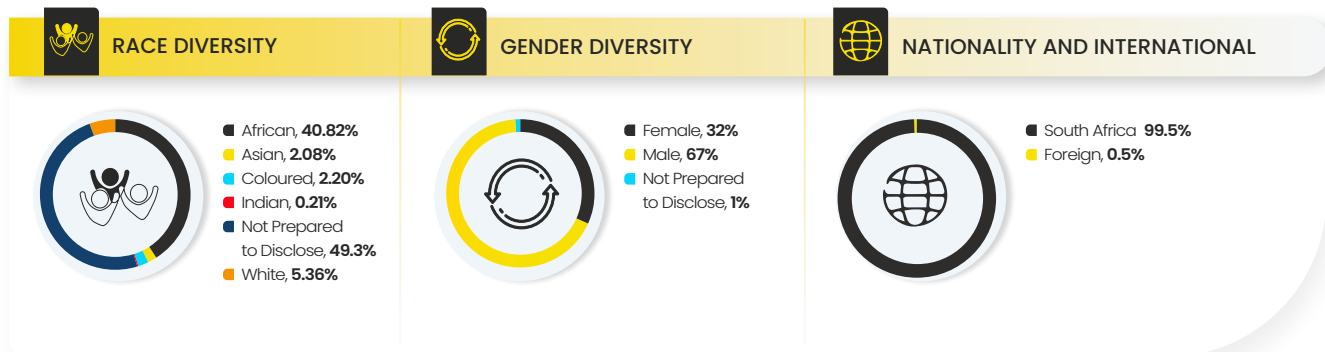
- Adherence counselling for ART
- Allergy Essentials
- Assessment Principles and Practices
- Asthma Essentials
- Cause of Death Reporting
- Clinical Forensic Medical Aspects of Gender Based Violence
- Climate Change and Health
- Cyber Security Awareness
- Drive to Thrive
- Good Clinical Practice
- Health assessment and physical examination
- Health Information Management
- HIV Testing Services
- Hypertension Essentials
- Mental Health Essentials: ADHD in children
- Mental health in Primary Care
- Mental Health Toolkit
- Research Methodology
- Strategic practice management
- The Doctor + AI Partnership: Saving your time so you can save lives HIV Management (NIMART)

## Student and Course Enrolment



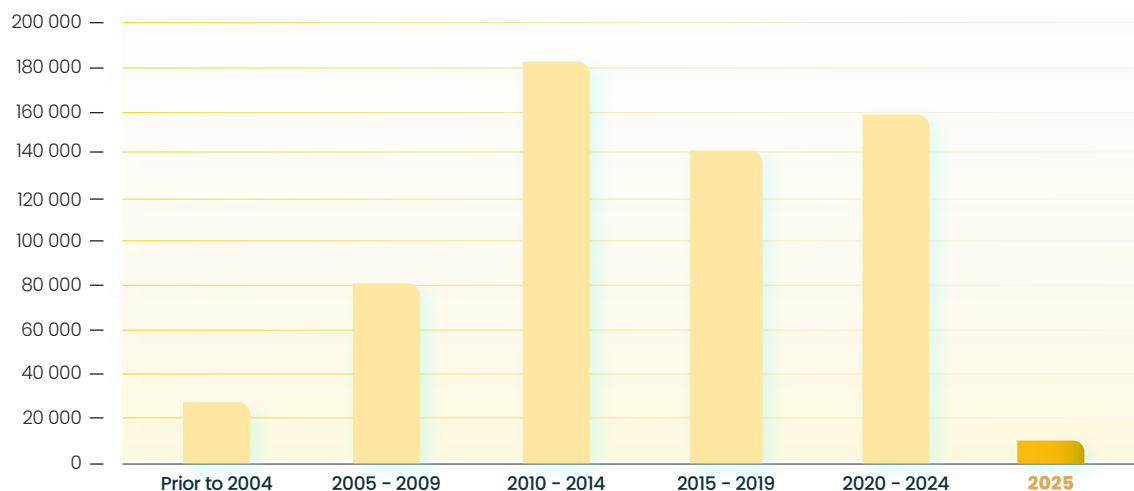
### STUDENT ENROLMENT

**11 846** students enrolled in 2025, bringing the total number of students who have studied with FPD to **607 507**



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



## 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 since 2018.

### 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)
- Eastern Cape Department of Human Settlements
- Eastern Cape Provincial Treasury
- Gauteng Provincial Treasury
- Lesotho Ministry of Health
- Lesotho Ministry of Labour and Employment
- Lesotho Ministry of Social Development
- Matthew Goniwe School of Leadership and Governance
- Ministry of Health from neighbouring countries
- National Institute for Communicable Diseases (NICD)
- Rand Water

- Rural Development Department
- South African Agency for Science and Technology
- South African Department of Correctional Services
- South African Local Government Association
- South African Medical Research Council
- South African National AIDS Council
- South African National Defence Force
- South African National Department of Health
- South African National Department of Labour
- South African National Roads Agency
- 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)
- United Nations Educational, Scientific and Cultural Organization (UNESCO)
- World Health Organisation (WHO African Region)

### Industry

- Anglo American Platinum
- Anglo Gold
- Anglo Gold Ashanti
- 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

- Abbott Laboratories
- Acelity
- Adcock Ingram
- Alcon
- Alere
- AMPATH
- Aspen Pharmacare
- AstraZeneca (Middle Eastern Region)
- AstraZeneca (South Africa)
- Bestmed
- Bristol-Myers Squibb
- CareWorks
- Discovery Health
- Dischem
- Eli Lilly
- Environmental Assessment Practitioners Association of South Africa
- GEMS
- GP Care Cell
- GP Net

- Hospital Groups
- Igolide Health Networks
- Impilo Health
- Innovative Medicines South Africa (IMSA)
- iNova
- Janssen Pharmaceuticals
- Lennon
- Medihelp
- Medicross
- Medikredit
- Medscheme
- MXHealth
- Mylan
- NACOSA
- Nestle
- Netcare Networks
- Novartis
- Pfizer
- Pharmaceutical and Medical Equipment Industry
- PIASA
- Prime Cure
- Quintiles
- Reckitt Benckiser
- Roche
- SASOL Med
- Sanofi
- Spesnet
- Stryker South Africa
- Thebe Ya Bophelo
- Umed Medical Scheme

### NGO's and Development Organisations

- Acquity Innovations
- Accelerating Support to Advanced Local Partners (ASAP) funded by USAID
- Africa Centre (KZN)
- Africare
- American International Health Alliance (AIHA)
- ANOVA
- Arete
- Aurum Institute
- Broadreach Healthcare
- Cathca
- CHAPS
- Click Learning
- Coach Mpilo
- Community-Based Prevention and Empowerment Strategies in South Africa (COPESSA)
- Corridor Empowerment Project
- FHI360
- Health Systems Trust
- Healthi Choices
- HSM Consulting
- Impilo Medical Equipment Suppliers
- ilInfo4africa
- ITeach
- John Snow International
- LifeLine
- Love Life
- Lutheran World Relief
- Marie Stopes
- Masimanyane Womens Rights International
- Medical Protection Society (MPS)
- MSF
- NACOSA

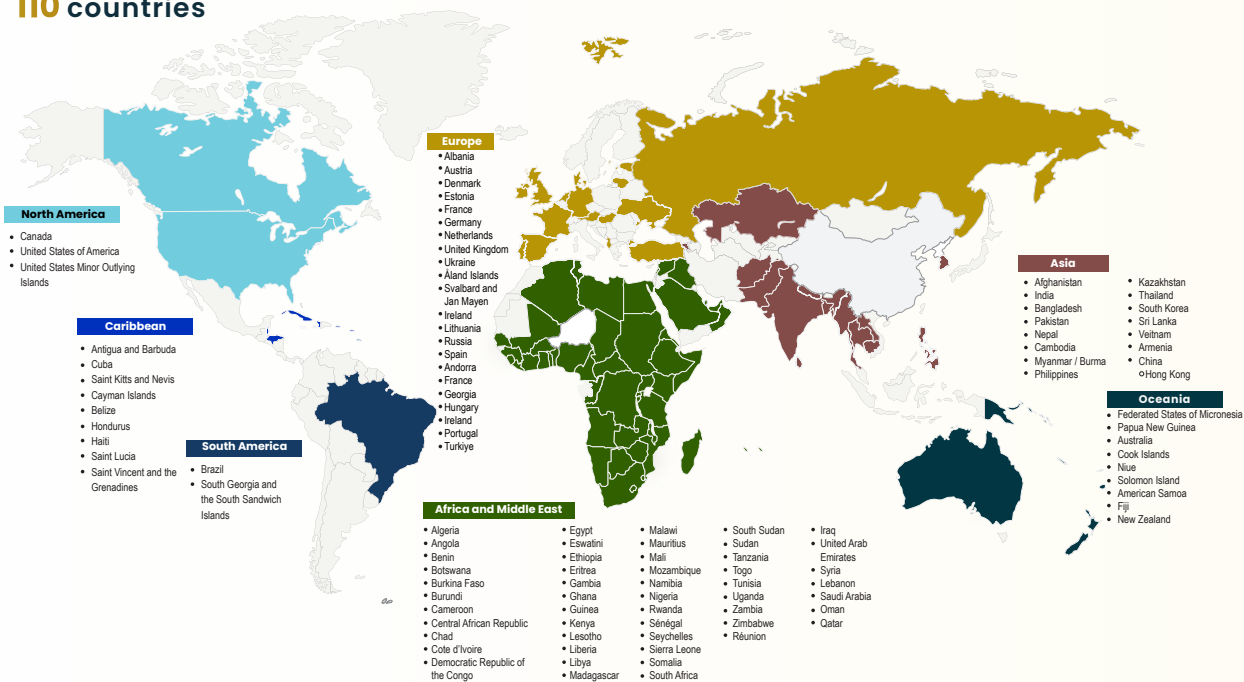
- NIH
- Red Cross
- REPPSI
- Right to Care
- RIO and RUI Group
- Royal Bafokeng Administration
- SANCA
- Save the Children UK
- Shout it Now
- Sizanani Outreach Center
- South African Catholic Bishops Conference (SACBC)
- St Mary's Hospital
- TB/HIV Care
- The Click Foundation
- The Soul City Institute
- Thohoyandou Victim Empowerment Program
- The Click Foundation
- Transhope
- Trucking Wellness
- Tshepang Trust
- Ulysses Gogi Modise Wellness (UGM Wellness)
- Wits Health Consortium (WHC)

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

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

## TRAINING FOOTPRINT

**607 507** students trained in **110** countries



## Clients: Customised Training 2018 - To Date





## 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.



### SPONSORED TRAINING

During 2025, 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.

# R18.4 Million

in educational grants and sponsorships were received during 2025.



### QUALIFICATIONS OF FPD FACULTY



**43.5%** Doctoral Degree

**10.2%** Bachelors Honours Degree

**35.8%** Masters Degree

**8%** Bachelors Degree

**2.5%** Postgraduate Diploma

## 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.



### 369 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
- Postgraduate Diploma in General Practice
- Higher Certificate in Early Childhood Care and Education
- Higher Certificate in Management
- Higher Certificate in Practice Management
- Advanced Certificate in Management
- Advanced Certificate in Health Management
- Master of Public Health

## 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) 4.5



Tutorial (e-learning) 4.5

## Faculty Satisfaction

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



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







Tutorial (Contact) 4.7



Tutorial (Virtual) 4.8

## Highlights for 2025

- 
**Received accreditation as an educational provider by the Quality Council For Trades & Occupations.**
- 
 New partnership with **Université Ephrata in Côte d'Ivoire**. To expand access to **FPD Online Programmes** across **West Africa**.
- 
 FPD received the **2025 Community Engagement Award** from **the South African Private Higher Education** for our work in Mental Health.
- 
 The **2025 Graduation** ceremony was the biggest to date with **369 students graduating**.

## Evaluation Unit


This unit conducts education evaluations and specializes in surveys in the health sector, aimed at healthcare professionals. The 600,000-strong FPD alumni database is a valuable resource that is leveraged to target evaluations and surveys.

### Ongoing

2025/2026

### PROJECTS



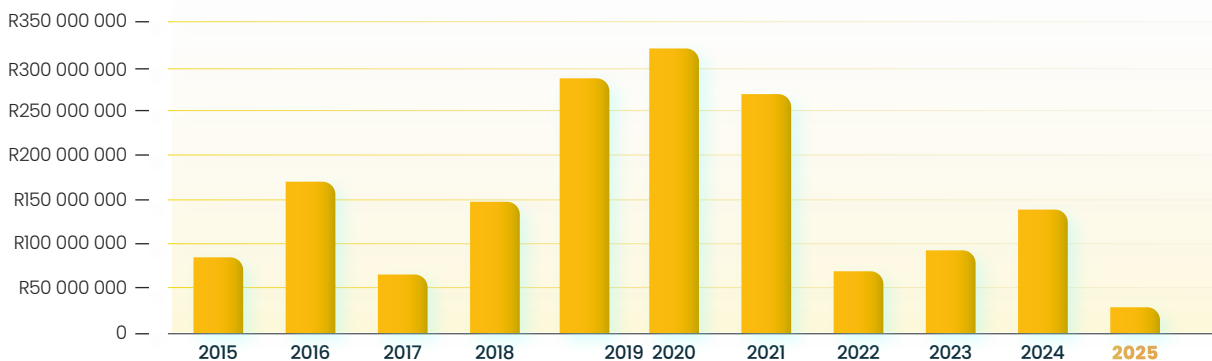

**Type of Project:**  
 Year 2 Survey

**Name of Project:**  
 Employee Wellbeing Survey (Year 2)

## NEW BUSINESS DEVELOPMENT



### Funding Secured



## INNOVATION AND HEALTH SYSTEMS STRENGTHENING



### Research

In 2025, the Research Team continued its work on HIV prevention and treatment clinical trials, investigator-driven projects focused on STIs, as well as mental health research and implementation science projects.

The Ndevana CRS team maintained high retention while continuing follow-up of participants enrolled in the PURPOSE-01 and PURPOSE-02 clinical trials. Enrollment of eligible participants into the Open-Label Extension phases of both studies was successfully completed, with follow-up ongoing. The CRS initiated the WONDERS 2 HIV treatment trial, and enrollment for the EXPRESSIVE 10 and EXPRESSIVE 11 HIV prevention trials commenced toward the end of 2025.

Several STI projects were conducted at the five research sites located within primary healthcare facilities across Buffalo City. Follow up of participants was completed on the STIs in Pregnancy Study (Philani Ndiphile) study. All study activities were concluded by the end of March 2025. A results dissemination meeting was held in August 2025, attended by representatives from the Eastern Cape Department of Health, district and facility managers, antenatal care nurses, referral hospitals, and members of the Ndevana Community Advisory Board. The team also shared the results with the study participants. The Genomic Epidemiology of *Treponema pallidum* study proceeded steadily with enrollment. The FIND Phase 3 (GO-SA) study commenced and continued to progress well with recruitment and enrollment of study participants.

The SOAR study which aimed to encourage HIV status disclosure among male couples to enhance ART adherence, HIV testing, and prevention, was completed in early 2025. There was significant progress in both mental health research and implementation science projects. 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 were completed. The study on mental health service delivery for adolescents and young people at risk for HIV in Eastern Cape concluded enrollment and completed all participant interviews. Data analysis is in progress.

The FPD Research Unit supported various health-related initiatives in the Eastern Cape, including STI, Condom, and Pregnancy Awareness Week activities and Breast Cancer Awareness Month events in Buffalo City. They also participated in the 3<sup>rd</sup> Annual Buffalo City Inclusive Pride March in East London in November 2025. Research Manager, Mandisa Mdingi, provided syphilis management training to local clinic staff, and was invited to present at the National Department of Health Syphilis Management Training. She was also appointed Scientific Development and Education Officer for the IUSTI Africa-MENA region.

FPD researchers published findings in peer-reviewed journals, including a publication in the high-impact journal, *Clinical Infectious Diseases*. Many researchers presented their work at local and international conferences, including the SA AIDS Conference, SA Mental Health Conference, African Nursing conference, Advancing Climate Change and Health Security Conference, ENBEL Conference, PAN-African Conference on Environment, Climate Change and Health, SAPHE Conference, and the STI & HIV World Congress.

## RESEARCH OUTPUT



### PEER-REVIEWED PUBLICATIONS

#### Title

Hidden in Success: Gendered Patterns of Suboptimal Care Engagement Among TB Patients Who “Successfully” Completed Treatment in South Africa.

#### Journal and Publication Date

Clinical Infectious Diseases, December 2025

**First Author:** Andrew Medina Marino

**Co-Authors:** Eke Arua, Lindsey de Vos, Kuhle Fiphaza, Dana Bezuidenhout, Nondumiso Ngcelwane, Salome Charalambous, and Joseph Daniels

#### Title

South Africa’s mental health human resources dilemma: from shortage to solution.

#### Journal and Publication Date

South African Health Review, Vol. 27, October 2025

**First Author:** Gustaaf Wolvaardt

**Co-Authors:** Dan J. Stein, and Alexandra E. Mumbauer

#### Title

“Safe Places Like These are Rare”: Feasibility of the Speaking Out and Allying Relationships (SOAR) Intervention for HIV-Positive Sexual Minority Men in Eastern Cape, South Africa.

#### Journal and Publication Date

AIDS & Behavior, October 2025

**First Author:** Joseph Daniels

**Co-Authors:** Jesse Fletcher, Derek R. Manis, Dawie Nel, Helen Struthers, Oscar Radebe, Ntokoso Piliiso et al

#### Title

Prevalence, symptomology, and correlates of curable sexually transmitted infections among pregnant women in Eastern Cape.

#### Journal and Publication Date

International Journal of STD & AIDS, September 2025

**First Author:** Natalie G. Shaetonhod

**Co-Authors:** Alex de Voux, Chibuzor M. Babalola, Dvora Joseph Davey, Mandisa M. Ndingi, Ranjana M.S Gigi, Remco P.H. Peters, Freedom Mukomana, Jeffrey D. Klausner, Andrew Medina-Marino

#### Title

Empowering Women’s PrEP choices: qualitative insights into long-acting PrEP preferences and decision-making during pregnancy and breastfeeding in South Africa and Botswana.

#### Journal and Publication Date

AIDS & Behavior, August 2025

**First Author:** Jenny Chen-Charles

**Co-Authors:** Lindsey De Vos, Prisca Vundhla, Avuyonke Gebengu, Elzette Rousseau, Linda-Gail Bekker, Remco Peters et al

**Title**

Optimizing Community Advisory Boards for Sexual Minority Men in HIV Research–Limited Contexts: Applying Queer Theory to Queer Global Health.

**Journal and Publication Date**

Annals of LGBTQ Public and Population Health, June 2025

**First Author:** Shiv Nadkarni

**Co-Authors:** Remco Peters, Cikizwa Bongo, Helen Struthers, Albert Manyuchi, Dawie Nel, and Joseph Daniels

**Title**

Preference for service delivery for long-acting pre-exposure prophylaxis for HIV infection among pregnant and breastfeeding women in South Africa and Botswana.

**Journal and Publication Date**

AIDS & Behavior, May 2025

**First Author:** Lindsey de Vos

**Co-Authors:** Aamirah Mussa, Elzette Rousseau, Michael Strauss, Gavin George, Prisca Vundhla, Avuyonke Gebengu, Maipelo Tsuaneng, Lefhela Tamuthiba, Aratwa Tumagole, Neo Moshashane, Chelsea Morroni, Remco PH Peters, Chibuzor M Babalola, Jeffrey D Klausner, Dvora Joseph Davey

**Title**

Spectrum of sexual partner types among adults screened for sexually transmitted infections in the Eastern Cape, South Africa.

**Journal and Publication Date**

PLOS One, May 2025

**First Author:** Lindsey de Vos

**Co-Authors:** Mandisa M.M. Mdingi, Ranjana M.S. Gigi, Avuyonke Gebengu, Remco P.H. Peters

**Title**

Study-to-Clinic Transition and Daily Oral PrEP Access Experiences Among AGYW in Eastern Cape, South Africa: Insights from the Community PrEP Study.

**Journal and Publication Date**

AIDS & Behavior, April 2025

**First Author:** Lindsey de Vos

**Co-Authors:** Emily Krogstad Mudzingwa, Lauren Fynn, Millicent Atujuna, Ernesha Webb Mazinyo, Keabetswe Kodi, Sybil Hosek et al.

**Title**

"Does a waiting room increase same-day treatment for sexually transmitted infections among pregnant women? A quality improvement study at South African primary healthcare facilities"

**Journal and Publication Date**

BMC Health Services Research, April 2025

**First Author:** M.S. Gigi

**Co-Authors:** Mandisa M. Mdingi, Lukas Bütikofer, Chibuzor M. Babalola, Jeffrey D. Klausner, Andrew Medina-Marino, Christina A. Muzny, Christopher M. Taylor, Janneke H. H. M. van de Wijgert, Remco P. H. Peters and Nicola Low

**Title**

From pregnancy to beyond: renewed emphasis on comprehensive HIV prevention in South Africa.

**Journal and Publication Date**

AIDS, March 2025

**First Author:** Chibuzor M. Babalola

**Co-Authors:** Remco P.H. Peters, Christina A. Muzny, Dvora Joseph Davey, Christopher M. Taylor, Mandisa M. M. Mdingi, Freedom Mukomana, Lindsey de Vos, Andrew Medina-Marino and Jeffrey D. Klausner



**Title**

Tailoring a Skills-Based Serostatus Disclosure Intervention for Transgender Women in South Africa: Protocol for a Usability and Feasibility Study.

**Journal and Publication Date**

JMIR Research Protocols, March 2025

**First Author:** Joseph Daniels

**Co-Authors:** Leonashia Leigh-Ann van der Merwe, Sarah Portle, Cikizwa Bongo, Shiv Nadkarni, Remco Petrus Peters

**Title**

Validation of screening instruments for alcohol and substance use disorders among men and women in Eastern Cape, South Africa.

**Journal and Publication Date**

Drug and Alcohol Dependence, March 2025

**First Author:** Melissa A. Stockton

**Co-Authors:** Ernesha Webb Mazinyo, Lungelwa Mlanjeni, Nondumiso Ngcelwane, Kwanda Nogemane, Phumza Nobaty, Annika C. Sweetland, Cale Basaraba, M.Claire Greene, Charl Bezuidenhout k, Christoffel Grobler, Melanie M. Wall, Andrew Medina-Marino, Milton L. Wainberg

**Title**

Evaluation of a novel point-of-care lateral flow assay screening for Neisseria gonorrhoeae infection among pregnant women in Zimbabwe.

**Journal and Publication Date**

PLoS Global Public Health, February 2025

**First Author:** Kevin Martin

**Co-Authors:** Ethel Dauya, Chido Dziva, Chikwari, Constance RS Mackworth-Young, Victoria Simms, Tsitsi Bandason, Beauty Makamure, Janice Martin, Forget Makoga, Anna Machiha, Remco PH Peters, Laura T Mazzola, Benjamin Blumel, Birgitta Gleeson, Michael Marks, Katharina Kranzer, Rashida A Ferrand, Cecilia Ferreyra



**ORAL PRESENTATIONS**

**Title**

Partnerships for building leadership capacity for nurse educators in Sub-Saharan Africa.

**Conference**

SAPHE Conference

**First Author:** Dianne Manning

**Title**

Co-designing heat interventions.

**Conference**

Advancing Climate Change and Health Security Conference

**First Author:** Gloria Maimela

**Title**

Supporting the workforce: The role of leadership in fostering a resilient workforce.

**Conference**

African Nursing Conference

**First Author:** Gloria Maimela

**Title**

Addressing adaptation challenges in Africa in the midst of rising climate and health risks and geopolitical shifts.

**Conference**

ENBEL Conference

**First Author:** Gloria Maimela

**Title**

Clinical evaluation of a novel, rapid point of care test for the detection of Treponema Pallidum in genital ulcers – a case study in South Africa.

**Conference**

STI & HIV World Congress

**First Author:** Mandisa M Mdingi

**Co-Authors:** Ranjana Gigi, Hyunsul Jung, Marleen Kalk, Matthew Burton, Joost Gazendam

**Title**

Philani Ndiphile: STI Screening in Pregnancy to Reduce Adverse Pregnancy Outcomes.

**Conference**

Philani Ndiphile Study Team

**First Author:** Mandisa M Mdingi

**Co-Authors:** Ranjana Gigi, Hyunsul Jung, Marleen Kalk, Matthew Burton, Joost Gazendam

**Title**

Provider perspective: do healthcare workers see benefits of STI POC testing?

**Conference**

STI & HIV World Congress

**First Author:** Mandisa M Mdingi

**Title**

Exploring Preferences for the Delivery of Mental Health Services in Primary Health Care Facilities Among Adolescents and Young People at Risk for HIV in South Africa.

**Conference**

SA Mental Health Conference

**First Author:** Ernesha Mazinyo

**Title**

Exploring barriers and facilitators to the provisioning of mental health services for Adolescents and Young People at primary health facilities in Eastern Cape Province, South Africa.

**Conference**

SA Mental Health Conference

**First Author:** Asisipo Koyo

**Title**

Socio-economic factors associated with higher mental health symptom scores among Adolescent and Young people in Buffalo City Metro Health District, Eastern Cape Province.

**Conference**

SA Mental Health Conference

**First Author:** Mihle Qwesha

**Title**

Stakeholder Engagement as key for Mental Health Integration: Lessons from the IMHSI Project in KwaZulu-Natal.

**Conference**

SA Mental Health Conference

**First Author:** Arabang Letebele

**Title**

Strengthening Referral Systems through Joint Policy Development: A Strategic Case Study from the Eastern Cape.

**Conference**

SA Mental Health Conference

**First Author:** Arabang Letebele

**Title**

Integrating Mental Health into HIV and TB Services: Peer Educator Capacity-Building in the City of Tshwane.

**Conference**

SA Mental Health Conference

**First Author:** Matshidiso Makopo

**Title**

Integrating Mental Health into HIV and TB Services: Deploying Registered Counsellors in Primary Health Care Facilities in the City of Tshwane and Ekurhuleni.

**Conference**

SA Mental Health Conference

**First Author:** Matshidiso Makopo

**Title**

The prevalence of depressive and generalized anxiety features among chronic care patients attending a family medical centre in Cosmo City, Gauteng.

**Conference**

SA Mental Health Conference

**First Author:** Rethabile Phaahla

**Title**

Use of serious gaming to reach, educate and capacitate adolescents on mental health concepts and emotional resilience techniques.

**Conference**

SA Mental Health Conference

**First Author:** Jean Slabbert

**Title**

Help-Seeking Behaviours for Mental Health Care Among Adolescents and Young People in South Africa.

**Conference**

SA Mental Health Conference

**First Author:** Khanyisa Xuza



## POSTER PRESENTATIONS

### Title

Women's experience of heat during pregnancy, labour, and childbirth in Tshwane, South Africa.

### Conference

PAN-African Conference on Environment, Climate Change and Health

**First Author:** Gloria Maimela

### Title

Missed Syphilis diagnosis by rapid treponemal antibody testing of individuals with Treponema Pallidum PCR-positive genital ulcers and Condylomata Lata, in East London, South Africa.

### Conference

STI & HIV World Congress

**First Author:** Mandisa M Mdingi

**Co-Authors:** Ranjana Gigi, Andy Liu, Hyunsul Jung, Remco PH Peters, Jeffrey D Klausner

### Title

Adverse Birth Outcomes among Syphilis-Treated versus Syphilis-Seronegative Pregnant Women in East London, South Africa.

### Conference

STI & HIV World Congress

**First Author:** Chibuzor M Babalola

**Co-Authors:** Mandisa M. Mdingi, Freedom Mukomana, Msindisi Gqirana, Christina A Muzny, Christopher M Taylor, Andrew Medina-Marino, Remco PH Peters, Jeffrey D Klausner

### Title

Adverse Birth Outcomes in Pregnant Women Getting Fewer vs. Standard 3-Dose Benzathine Penicillin G for Late Latent or Syphilis of unknown Duration.

### Conference

STI & HIV World Congress

**First Author:** Chibuzor M Babalola

**Co-Authors:** Mandisa M. Mdingi, Freedom Mukomana, Msindisi Gqirana, Christina A Muzny, Christopher M Taylor, Andrew Medina-Marino, Remco PH. Peters, Jeffrey D Klausner

### Title

Multiplex PCR for Genital Ulcer Disease Etiology in East London, South Africa

### Conference

STI & HIV World Congress

**First Author:** Andy Liu

**Co-Authors:** Mandisa M Mdingi, Hyunsul Jung, Ranjana MS Gigi, Remco PH Peters, Jeffrey D Klausner



**Title**

High prevalence of *Trichomonas vaginalis* among pregnant women living with HIV in East London, South Africa.

**Conference**

STI & HIV World Congress

**First Author:** Natalie Shaetonhodi

**Co-Authors:** Jeffrey D. Klausner, Andrew Medina-Marino, Remco P.H. Peters, Alex de Voux, Dvora Joseph-Davey, Mandisa M. Mdingi, Ranjana M.S. Gigi, Chibuzor Babalola, Freedom Mukomana

**Title**

"...you'll know that you're safe because you already got the injection": Acceptability and perceptions of long-acting antiretroviral therapy among sexual minority men in Eastern Cape, South Africa: Insights from the SOAR study.

**Conference**

SA AIDS Conference

**First Author:** Chibuzor M Babalola

**Co-Authors:** Dawie Nel, Kelly Rutt, Andrew-Medina-Marino, Aphiwe Metula, Albert Manyuchi, Remco Peters, Joseph Daniels

**Title**

Genital ulcers and Condylomata Lata, in East London, South Africa.

**Conference**

STI & HIV World Congress

**First Author:** Mandisa M Mdingi

**Title**

Implementation Research on Integrating Registered Counselors into Primary Health Care Facilities to Improve Mental Health, Adherence, and Viral Suppression in People Living with HIV in South Africa.

**Conference**

SA Mental Health Conference

**First Author:** Matshidiso Makopo

**Title**

The Silent Emergency: Why Deprioritizing Mental Health in HIV/TB Programming Threatens the Future of Integrated Care.

**Conference**

SA Mental Health Conference

**First Author:** Jean Slabbert



## Mental Health Systems Strengthening Projects



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

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.

### SOUTH AFRICA'S MENTAL HEALTH CRISIS: HIGH BURDEN, LOW ACCESS, UNDERFUNDED SYSTEM

#### High Prevalence

**1 in 3** South Africans will need professional MH care during their lifetime



**16%** have a mental condition each year

#### Under funded system

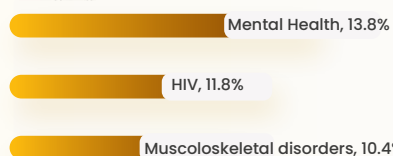


Only **5%** of health budget allocated to Mental Health  
Mostly hospital based not community service.

#### High Burden of Disease



Mental disorders are the leading cause of disability in South African.



**13.8%** of total disease burden

#### Low Access to Care



**90%** of South African are unable to access Mental Health care.

#### Economic Impact



Mental Health conditions cost South Africa about **4% of GDP annually**

Billions lost to loss in productivity, absenteeism and healthcare cost.

Source: National Department of Health, SAHR, Science Direct, AP News, www.safmh.org, journals.co.za, National Planning Commission, WHO, IHME, SADAG, Health Systems Trust, Health-e News (2023–2025)

## Highlights for 2025

### Policy & System-Level Achievements

- **Translating policy to implementation (the 2023–2030 National Mental Health Policy Framework):**
  - Following the initial application for the rescheduling of Fluoxetine with SAHPRA, FPD re-submitted the 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.
  - Mental health was successfully integrated into the Tshwane Multi-sectoral District Implementation Plan (MDIP), with the final document submitted for editing and printing.
  - FPD hosted a Human Resources for Health (HRH) roundtable with multiple stakeholders to discuss roles in mental health across the health workforce and potential task shifting to ensure sufficient staff is available to treat individuals struggling with mental health.
- **Translating policy into implementation ( The NSP for HIV/TB/STIs (2023–2028)).**
  - Efforts to integrate mental health into health systems across provinces continued in the 4 provinces, to integrate the NSP into provincial strategies. Positive strides were made in Gauteng, Eastern Cape, and some progress in the North West.
  - Through the Mental Health Indicator Adoption Project, provinces such as North West and Eastern Cape advanced toward adopting routine MH indicators in their monitoring systems, with technical assistance from FPD.
  - Activities included provincial stakeholder engagements to decrease stigma, strengthen consistent MH screening at facility level.

### Capacity Building & Human Resources

- **Task-Shifting Training:**
  - Mental Health Resilient Leadership training was rolled out across Gauteng, North West and Eastern Cape Provinces.
  - Clinical Mentoring training was also rolled out, including APC refresher training as well as the Demystifying Mental Health and Eradicating Stigma. The same training programme was rolled out for SANAC in 2025.
- **Registered Counsellor (RCs) integration models:**
  - Since their launch in 2024, the two implementation science projects continued throughout 2025 to build the evidence base for the deployment of Registered Counsellors within both the public sector (Gauteng and Eastern Cape) and the private sector supporting healthcare workers. These projects highlighted the need for structured induction programmes and explored different modalities of service delivery aligned to client preferences.
- **Interpersonal Counsellors (IPC):**
  - The IPC course rollout continued in 2025, with FPD running the training across the provinces as part of the capacity building and efforts to improve mental health integration in the provinces. The training also was an integral part of the Jobs Boost project, with a total of 124 youth trained under the first cohort.

### Technology & Innovation

- **Telemedicine Training:** Over 1,000 HCPs trained across Africa to improve virtual MH care access. The 100,000 HCP training was launched as a spin-off to this pilot.

### Community Engagement & Advocacy

- **IEC Campaigns:**
  - Over 50 million people reached via the Masiviwe social media campaign in 2025.
  - 50+ million people reached through MH literacy content on social media.

- **Launch of the Monna Ke Nku campaign**

- The campaign has reached over 1.7 million people through media platforms, with the campaign being noted as a breakthrough in men's mental health conversations and highly relatable for South Africans.
- The creators of The Adventures of Noko Mashaba teamed up with Masiviwe in 2025 to address mental health, with a specific focus on men's mental health, recognizing its critical role in issues like gender-based violence (GBV) and HIV.
- "Monna Ke Nku" Campaign: A notable 2025 episode/video titled "Noko Mashaba - Monna Ke Nku" was released, emphasizing the message that "mental health doesn't make a man soft, it makes him human".

## Workplace Mental Health & Healthcare Worker (HCW) Support

- 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. In 2022, the 100 000 campaign was launched, where the program was set to scale up to reach 100,000 healthcare workers across the country.



**"Wellness Wave"** Programme: Boardgame-based serious game was developed to support a stress and burnout reduction strategy was piloted in Tshwane with PHC staff. In 2025, the deployment of the boardgame-based serious game continued in the district, with the district adopting the game as part of their team building efforts for HCWs. The City of Tshwane has also called for the game to be deployed in other districts within the province as well.



## 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).*












## CONFERENCES AND SPECIAL EVENTS



### Conferences Hosted In 2025

 <b>CONFERENCE NAME</b>	 <b>DATES</b>	 <b>PARTICIPANTS</b>
 <p><b>5<sup>th</sup> African Nursing Conference</b>            30 - 31 July 2025   Birchwood Hotel &amp; OR Tambo Conference Centre  <i>Empowering Nurses as Catalysts for Health Equity:            Bridging gaps and building inclusive health systems to strengthen responses to health crises</i></p> <p>5<sup>th</sup> African Nursing Conference</p>	<p>30 - 31 July</p>	<p>207</p>
 <p>8 - 11 September  <b>2025</b>            12<sup>th</sup> SA AIDS CONFERENCE            Emperors Palace  <a href="http://www.saaids.co.za">www.saaids.co.za</a></p> <p>12<sup>th</sup> SAAIDS Conference</p>	<p>8 - 11 September</p>	<p>1485</p>
 <p><b>SA Mental Health Conference 2025</b></p> <p>Join the movement </p> <p><a href="http://www.mentalhealthconference.co.za">www.mentalhealthconference.co.za</a></p> <p>2<sup>nd</sup> SA Mental Health Conference</p>	<p>28 - 29 October</p>	<p>301</p>





### Webinars Hosted in 2025

**Abstract Writing Webinar**  
**21 JANUARY 2025** **930**

**The Mental Health Impact of U=U – Beyond the Science**  
**25 APRIL 2025** **301**

**Leveraging Technology for Mental Health Access**  
**926**

**Brand Matters: Why the AMBS Certified AMP Should Be Your Leadership Signature**  
**5 AUGUST 2025** **91**

**Mental Health Virtual Grand Ward Round: Understanding the Intersection of HIV, Neurocognitive Disorders, and Psychosis**  
**15 APRIL 2025** **949**



# Operations

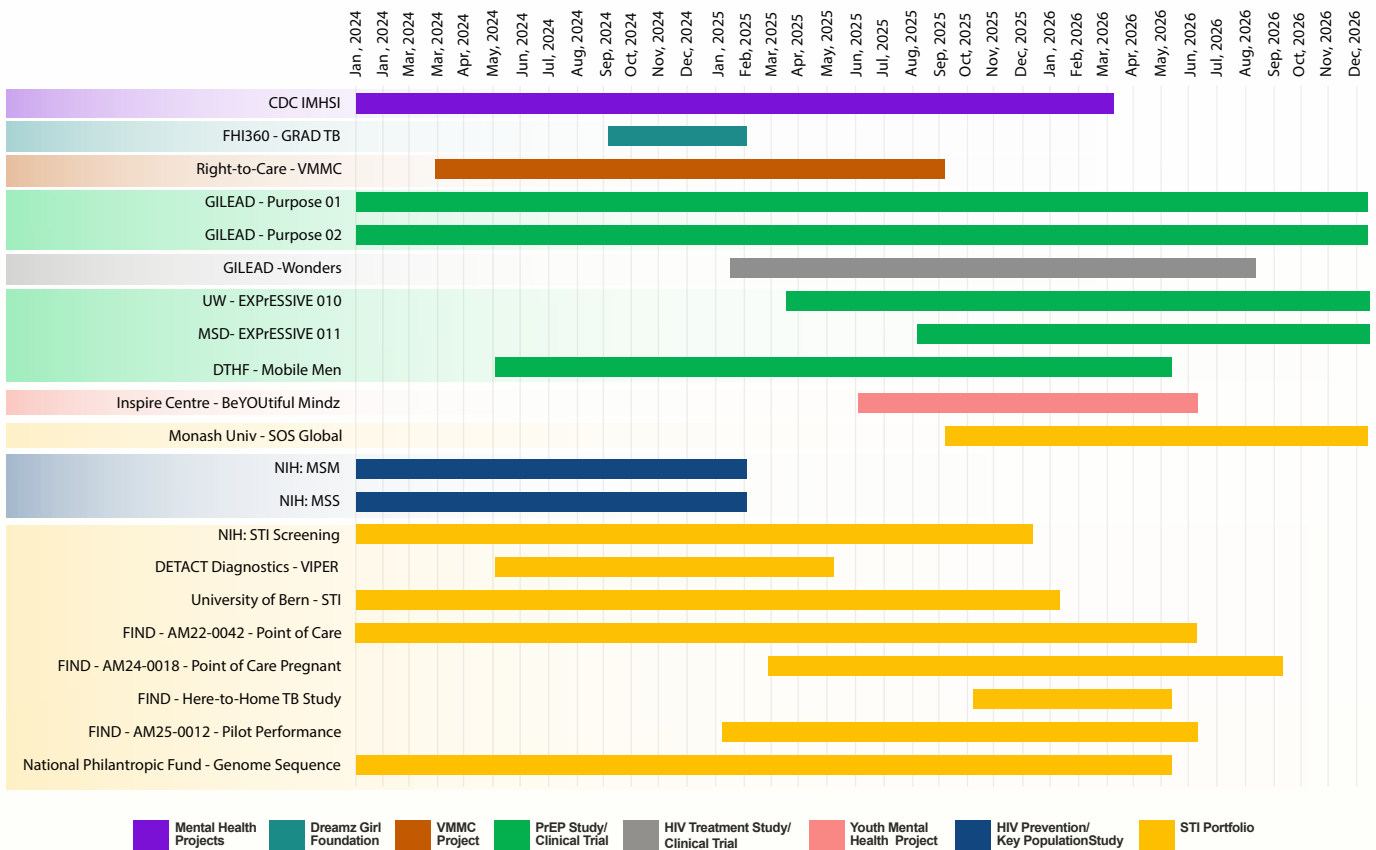
FPD's Operational Team provides cross-cutting operational support to all FPD structures and includes:

## 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, KFW Development Bank, UNICEF** and **Bill and Melinda Gates Foundation** together with various international Universities.

### Administration and compliance on active projects and funders during 2025 and for 2026 included:



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.

## FACILITIES



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

The Unit is responsible for ensuring that FPD's infrastructure is well maintained, safe, and fully operational to support the organisation's daily activities. This includes overseeing building maintenance, repairs, utilities, space management, health and safety compliance, and general day-to-day office operations to create an efficient working environment for staff and stakeholders.

The department also manages FPD's asset register, ensuring that organisational assets are accurately tracked, maintained, and accounted for throughout their lifecycle. In addition, Facilities is responsible for identifying, coordinating, and managing leasing opportunities at the FPD Knowledge Park, including tenant relations, space allocation, and ensuring that leased facilities are effectively utilised to maximise value for the organisation.



## ECS

In 2025, FPD received an EPC Certificate – Green Rating. The certificate forms part of FPD's environmental compliance and sustainability reporting framework and reflects the organisation's commitment to responsible energy management across its facilities.

This Green Rating supports donor expectations, aligns with the United Nations Sustainable Development Goals referenced in committee oversight, and confirms that FPD's built environment meets increasingly stringent environmental compliance standards.



# STRATEGIC INFORMATION TECHNOLOGY



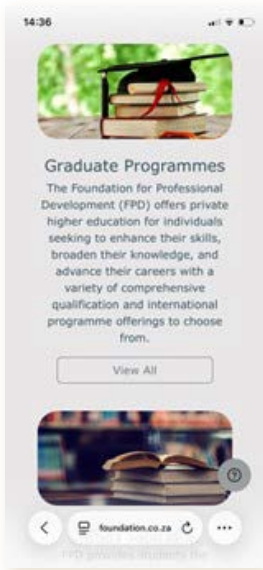
## Project Milestones

In 2025, SITU completed **38 projects**, initiated **9 additional projects** (5 ongoing and 4 delayed to Q1 2026), and cancelled 3 planned projects. The unit managed **331 support tickets and resolved 311** (94%), with 20 remaining in controlled workflow stages.

The focus for the year was to establish strong governance, systems, and operational foundations to support the integrity, security, and effective use of FPD’s data and IT infrastructure. By integrating the SIU and IT divisions, SITU prioritised data quality improvement, process automation, decision-grade reporting, and responsible AI adoption to enhance organisational performance and productivity.



## MAJOR PROJECTS COMPLETED



### Foundation website bootstrapping

The Foundation Website Bootstrapping project aimed to make the main website mobile-friendly and stable while a long-term redesign was in progress. This interim phase became essential due to delays caused by Alfred’s retrenchment, but the team still implemented necessary structural and front-end updates to keep the site operational. Work continued during December’s code freeze, which was disrupted by urgent tasks from the SAMRC Death Certificate project. Despite these challenges, the team prioritized the website, delivered stabilisation updates, improved mobile access, and set the stage for the next wireframe phase.

Period	Budget			Actual			Variance		
	Actual	Budget	Variance	Actual	Budget	Variance	Actual	Budget	Variance
January	10.00	10.00	0.00	10.00	10.00	0.00	10.00	10.00	0.00
February	10.00	10.00	0.00	10.00	10.00	0.00	10.00	10.00	0.00
March	10.00	10.00	0.00	10.00	10.00	0.00	10.00	10.00	0.00
April	10.00	10.00	0.00	10.00	10.00	0.00	10.00	10.00	0.00
May	10.00	10.00	0.00	10.00	10.00	0.00	10.00	10.00	0.00
June	10.00	10.00	0.00	10.00	10.00	0.00	10.00	10.00	0.00
July	10.00	10.00	0.00	10.00	10.00	0.00	10.00	10.00	0.00
August	10.00	10.00	0.00	10.00	10.00	0.00	10.00	10.00	0.00
September	10.00	10.00	0.00	10.00	10.00	0.00	10.00	10.00	0.00
October	10.00	10.00	0.00	10.00	10.00	0.00	10.00	10.00	0.00
November	10.00	10.00	0.00	10.00	10.00	0.00	10.00	10.00	0.00
December	10.00	10.00	0.00	10.00	10.00	0.00	10.00	10.00	0.00
<b>Total</b>	<b>120.00</b>	<b>120.00</b>	<b>0.00</b>	<b>120.00</b>	<b>120.00</b>	<b>0.00</b>	<b>120.00</b>	<b>120.00</b>	<b>0.00</b>

### Online Best- & Worst Case reports

The Online Best- & Worst-Case (BWC) platform transformed FPD’s monthly forecasting process into a streamlined, web-based workflow that integrates directly with the organisation’s finance system. It enables collaborative development of best- and worst-case projections, reduces

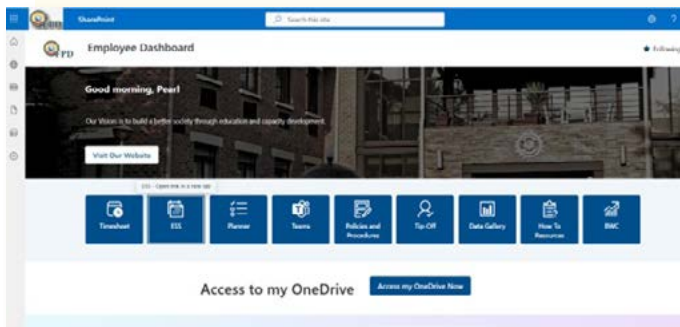
reliance on static spreadsheets, improves timeliness and accuracy, and creates a continuously updated forecasting dataset that strengthens downstream executive reporting and visibility (including future Data Gallery/Power BI enablement).



### Contract Repository System (Phase 1 & 2)

The Contract Repository System delivered a centralised platform for managing FPD contracts in a structured and accessible way, including features to specify contract types and define deliverables/indicators to strengthen tracking and governance. The platform integrates with SITU reporting features, including the StratCom report on the Data Gallery, to strengthen transparency, accountability, and decision-making efficiency across the organisation.

Phase 2 expanded the Contract Repository into a more intelligent contract-lifecycle environment through business intelligence features such as early-notification capability, automated management reporting (ManCom-ready outputs), and an in-system dashboard to support proactive monitoring of contract status, deliverables, risks, and alignment to forecasting requirements (including contract-linked BWC tracking and reminder scheduling).



### Employee Dashboard on SharePoint (Phase 1 & Phase 2)

SITU delivered a SharePoint-based Employee Dashboard as a central “one-stop” platform for employee tools and organisational resources. Phase 1 established core access to intranet features, key staff links (e.g., ClockDoc, ESS, Data Gallery), Planner tasks, Teams via SharePoint, policies & procedures, the latest Insider, affiliates, Board information, and SEED programme access. Phase 2 then enhanced

usability and governance via added functionality such as a software licences access page, staff notifications, curated AI resource links, navigation improvements (including Bitly links), and integrated shortcuts (e.g., OneDrive and SharePoint).

## IT Division

The IT division within SITU plays a pivotal role in supporting FPD’s information systems and digital operations. Its core responsibilities encompass the development and enforcement of IT policy and strategic planning, overseeing IT procurement processes, optimising software licensing, and managing contracts related to technology services and products. In addition, the division maintains and optimises the computing and telecommunications infrastructure, ensuring a stable and effective technological foundation for all organisational digital activities.

In 2025, we advanced security hardening, platform modernisation, and infrastructure optimisation to ensure the organisation’s IT environment remains resilient, governable, and fit-for-purpose.

A key 2025 security milestone was the Rapid Security Assessment (RSA) Response programme. Following Microsoft's review of FPD's IT environment (initial score 1.6/5), SITU implemented remediation actions across identity, endpoint, cloud governance, and security monitoring—prioritising conditional access strengthening, MFA enforcement, device compliance, and Microsoft 365 security control optimisation. By 9 December 2025, FPD's secure score had increased to 80.87% (from approximately 37% in August 2024), reflecting a measurable improvement in cyber resilience and readiness for ongoing governance and audit cycles.

In parallel, we strengthened operational sustainability by modernising and securing core platforms and infrastructure. Notable deliverables included: (i) upgrading REDCap by migrating to a new Azure-hosted virtual machine with updated operating system and PHP, domain integration, and validated cutover; (ii) upgrading PHP across 18 systems on the Domains server and establishing a new in-house server to support improved reliability and scalability; and (iii) optimising cloud posture through Azure resource cleanup, IP hygiene, and deletion of unused virtual machines to improve cost-efficiency and reduce exposure. Finally, we continued deliberate optimisation of the Microsoft ecosystem—particularly SharePoint-centric information architecture, improved landing pages, and digital self-service—supported by structured enablement to improve adoption and standardisation across the organisation.

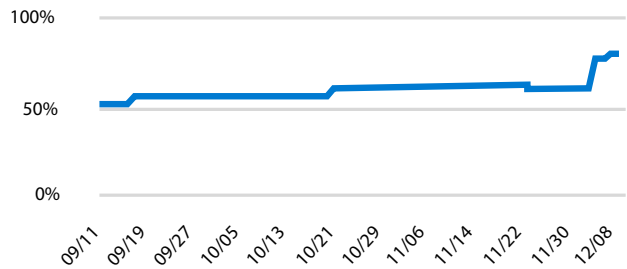
### Microsoft Secure Score

# Secure Score: 80.87%

973.7/1204 points achieved

Microsoft Secure Score is a representation of your organization's security posture, and your opportunity to improve it.

Score last calculated 12/09



Identity	53.06%
Data	84.22%
Device	94.16%
Apps	49.83%

Improve your score

View history

# HUMAN RESOURCES ADMINISTRATION



In 2025, the Human Resources Administration Department continued to support the organisation through comprehensive and responsive HR operations. This included the effective management of onboarding and off boarding processes, ensuring that all workforce transitions were handled smoothly and professionally.

The department also maintained its focus on automating HR processes to improve efficiency, accuracy, and data integrity, while upholding full compliance with all statutory requirements. All HR related statutory and donor reports were submitted within the mandated timeframes.

In addition, FPD hosted 20 interns with university qualifications, offering them meaningful workplace experience designed to bridge the gap between academic theory and practical application.

## Employee Satisfaction

FPD remains committed to creating a supportive, engaging, and high performing workplace. In line with this commitment, employees were invited to participate in FPD’s annual employee satisfaction survey, providing valuable insights that guide efforts to enhance organisational culture and employee experience. In addition to the employee satisfaction survey, regular “mood check in” surveys were distributed throughout the year to track staff sentiment in real time, enabling the organisation to respond proactively to emerging needs and concerns

## FPD Values Pledge

Our organisational values continue to guide our behaviour, shape our decisions, and influence how we interact with colleagues and stakeholders. In 2025, employees reaffirmed their dedication to these values by signing the FPD Values Pledge, underscoring a shared commitment to integrity, respect, and excellence in all aspects of our work.

# VALUES

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



**FOUNDATION FOR PROFESSIONAL DEVELOPMENT**

## PLEDGE OF COMMITMENT

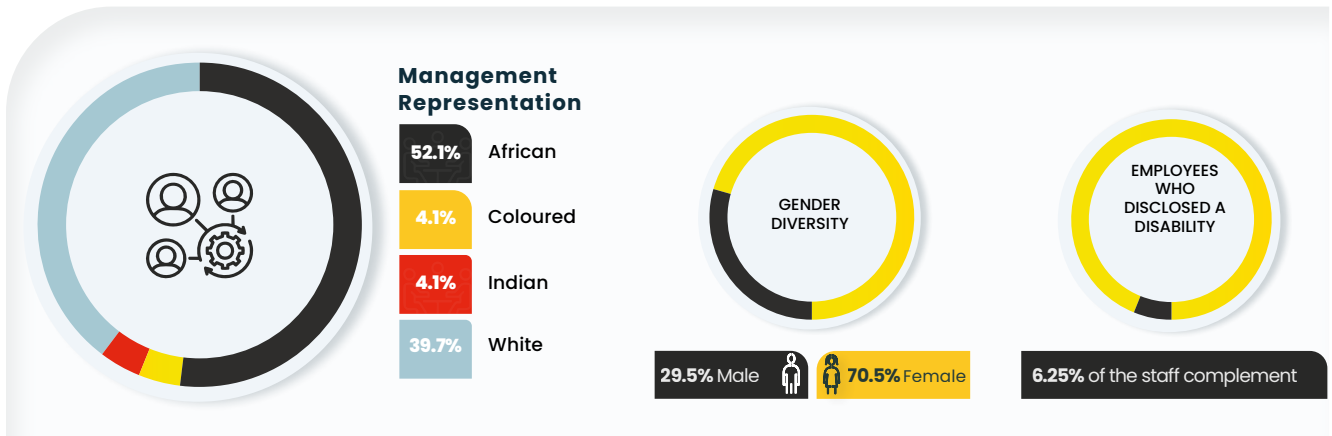
 <p><b>Freedom to challenge:</b> Liberty to voice opinions without fear of victimization</p> <ul style="list-style-type: none"> <li>We encourage constructive critique and creative debate between stakeholders and amongst our staff.</li> <li>We promote systems and structures to challenge existing or entrenched practices.</li> <li>We reward innovative ideas and welcome positive change.</li> <li>We make decisions and exercise control transparently and without hidden agendas.</li> </ul>	 <p><b>Innovation:</b> The introduction of something new or different</p> <ul style="list-style-type: none"> <li>We encourage entrepreneurship, discipline &amp; initiative to challenge the status quo</li> <li>We identify creative and effective means of implementing change.</li> <li>We are receptive to opportunities for growth and income generation.</li> <li>We accept that people make mistakes in pursuit of innovation.</li> <li>We actively participate in shaping the future of the societies in which we work.</li> <li>We are committed to leadership in our field.</li> </ul>	 <p><b>Integrity:</b> Adherence to moral and ethical principles</p> <ul style="list-style-type: none"> <li>We uphold the highest standards for honesty, fairness and professional conduct.</li> <li>We hold ourselves personally accountable for our outputs and our actions and interventions.</li> <li>We do not plagiarize, misuse or misappropriate our own or our stakeholders' property or funds.</li> <li>We report data and activities truthfully and transparently in accordance with timelines.</li> <li>We keep our promises and lead through example.</li> <li>We do not compromise our principles for political expediency.</li> </ul>	 <p><b>Excellence:</b> A guarantee of excellence in all aspects of work</p> <ul style="list-style-type: none"> <li>We strive to pro-actively identify and meet the current and future needs of organisations, professionals, managers and services.</li> <li>We promote skills-transfer, community enablement and empowerment and sustainability in all aspects of capacity development.</li> <li>We continuously strive for excellence, quality, efficacy, efficiency and appropriateness in all our products and services.</li> <li>Our remuneration practices reward excellence.</li> <li>We actively seek feedback from our customers and act on such feedback.</li> <li>We believe that all communities, irrespective of income and means, deserves the highest quality of service and products.</li> <li>We continuously monitor our performance.</li> </ul>	 <p><b>Respect:</b> Regard and consideration for the rights of an individual and/or group</p> <ul style="list-style-type: none"> <li>We respect the cultural, ethnic, religious and personal beliefs and practices of all FPD staff, clients and service beneficiaries.</li> <li>We uphold the highest standards of professionalism and regard for human dignity in our day-to-day activities.</li> <li>We will treat others as we ourselves want to be treated.</li> <li>We are punctual and conscientious of one another's time restraints.</li> </ul>	 <p><b>Service to Society:</b> Work in the best interest of the community</p> <ul style="list-style-type: none"> <li>We focus on priority service areas and the promotion of optimal service delivery.</li> <li>We deliver timeously on clear goals and objectives.</li> <li>All our products and activities are predicted or guided by a strong sense of social responsibility.</li> <li>In the final analysis all our activities, however small are designed to improve the societies we work with.</li> </ul>
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I \_\_\_\_\_ hereby take this pledge to uphold the FPD values in all aspects of my work.

Name and Surname : \_\_\_\_\_ Position: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Workforce Profile 2025

The following snapshot highlights key demographic indicators, including management composition, gender diversity, and disability disclosure.



## 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%



## Awards presented in honour of exceptional contributions

At the annual awards ceremony held on 27 February 2026, FPD honoured employees and external partners who demonstrated exceptional dedication and impact over the past year. These awards celebrate excellence across the organisation and acknowledge the vital contributions of collaborators whose support has significantly advanced FPD's mission. By recognising both internal and external achievements, FPD reaffirms its commitment to fostering a culture of appreciation, partnership, and shared success.



## RECOGNITION FOR LONG SERVICE

**5 Years Service: 5 Employees**

**10 Years Service: 1 Employee**



**Values Award**

**Mrs Livia van Wyngaardt**



**Researcher Award**

**Ms Mandisa Mdingi**



**Excellence in Innovation**

**Mrs Kate Swanepoel**



**Excellence in community engagement and system strengthening**

**Dr Ernesha Webb Mazinyo**



**Excellence in Teaching**

**Mr Moloko Mmatsoku**



**Excellence in Module Development by Subject Matter Expert**

**Mrs Sunet Jordaan**

## Staff Development

In 2025, employees continued to engage in professional development through FPD's internal Skills Enhancement Employee Development (SEED) Programme. The year's learning theme, "Drive to Thrive," focused on equipping both employees and managers with the skills needed to build a healthier, more supportive workplace. The programme enhanced understanding of mental health risk factors, promoted early recognition of warning signs, and introduced practical interventions to strengthen wellbeing across the organisation. As a result, staff are better prepared to create work environments where individuals feel valued, safe, and empowered to succeed.

FPD also sustained its emphasis on developing employees' Artificial Intelligence (AI) capabilities. Throughout 2025, staff were encouraged to integrate AI tools into their daily activities to enhance productivity and adapt to evolving technologies. This focus was reinforced through regular discussions on AI-related topics and short, purpose-designed learning videos that supported employees in building confidence and competence in using AI effectively.







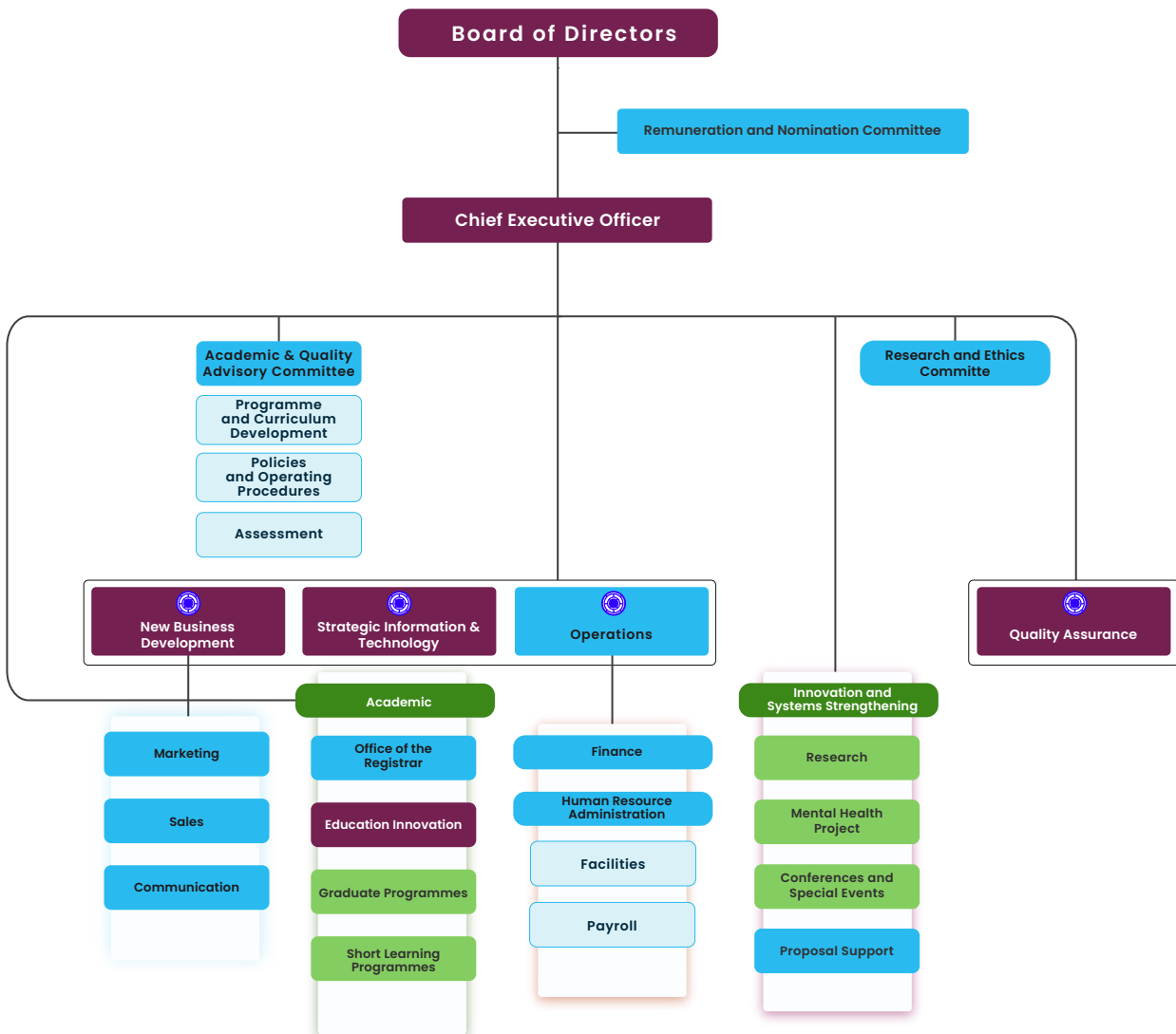
# 3 ORGANISATIONAL STRUCTURE

- Organogram 2026
- Board of Directors
- FPD Executive Management
- Group Structure

# Organogram 2026

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.

**THE STRUCTURE WILL BE APPLICABLE IN 2026**



**FOCUS AREAS:**



CROSS CUTTING MANDATES



ENABLING



VALUE CREATION



STRATEGIC

# Board of Directors

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



## 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 Grootte 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**  
 Founder  
 MBChB (Pret), M.Med (Int) (Pret), FCP (SA), AMP (MBS), PGCHE (Pret)  
 Year Joined: 2000  
 Age: 55 – 65

Dr Gustaaf Wolvaardt is an internal medicine specialist, global public health expert, and Founder and Managing Director of the Foundation for Professional Development (FPD). He served as South Africa’s first Health Attaché in Geneva, helping restore the country’s international health relations after apartheid and contributing to key global public health initiatives, including the WHO resolution declaring violence a major global public health issue in 1996.

He played an important role in establishing UNAIDS and chaired the 3rd session of its Programme Co-ordination Board. Under his leadership, FPD has implemented major USAID- and CDC-funded health programmes addressing HIV/AIDS, tuberculosis, gender-based violence, mental health, and health system strengthening. These initiatives have supported over **\*\*1.1 million people\*\*** to start lifesaving HIV treatment and conducted **\*\*more than 12 million HIV tests\*\***.

Dr Wolvaardt has also been a key figure in advancing health leadership and management training in Africa, with programmes that have trained **\*\*over 6,000 health managers from 13 countries\*\***, including collaborations with Yale School of Public Health and Alliance Manchester Business School. He continues to lead initiatives expanding access to high-quality leadership development through online education and has contributed to numerous international health organizations and advisory boards.

### Skills and Experience

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



**Dr Gloria Maimela**  
 Chief Executive Officer  
 MBBCH (Wits); MBA (GIBS)  
 Year Joined: 2024  
 Age: 35 – 45

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.

In addition, she serves as Chairperson of the FPD Employment Equity and Training (EET) Committee and is a member of the Academic Quality Advisory Committee (AQAC).


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
- ✔ 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

Governance
  Sustainability
  Quality

International Experience
  Private Sector Experience

Public Sector Experience
  NGO Experience

Ethics
  Finance



**Mrs Ida Asia**  
B.Cur (Hons), MA (Nursing), MBL  
Year Joined: 2005  
Age: 55 – 65  
(until 31 March 2026)

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

Governance
  Sustainability
  Quality

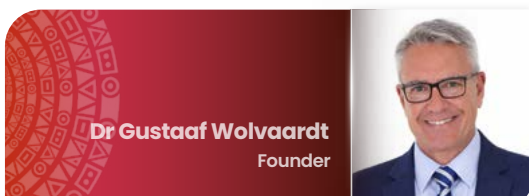
International Experience
  Private Sector Experience

Public Sector Experience
  Ethics
  Finance

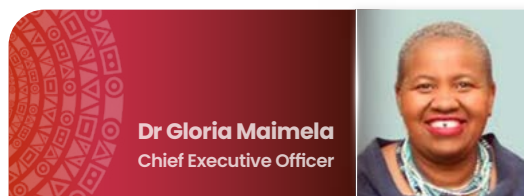
## COMPANY SECRETARY

SEKREARI 

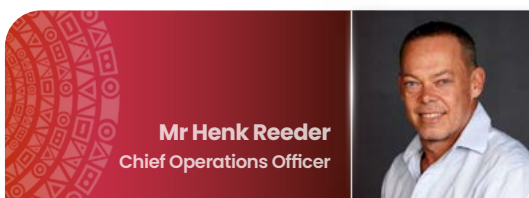
# FPD Executive Management



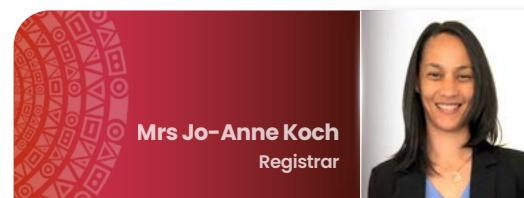
**Dr Gustaaf Wolvaardt**  
Founder



**Dr Gloria Maimela**  
Chief Executive Officer



**Mr Henk Reeder**  
Chief Operations Officer



**Mrs Jo-Anne Koch**  
Registrar

Mr. Henk Reeder is a professional accountant with over 20 years of experience in accounting, auditing, and tax. He joined FPD in 2008 as Financial Manager and became Chief Operations Officer in 2012. He oversees daily operations, including finance, HR, IT, and facilities, and is responsible for statutory compliance. With extensive experience in donor-funded programs like PEPFAR and Global Fund, he chairs the Finance Committee and serves on the Social and Ethics Committee.

Jo-Anne Koch is a highly accomplished professional with 28 years of diverse experience, including 21 years dedicated to advancing excellence in tertiary education. She holds a Master of Public Health with specialisation in Health Promotion from the University of Pretoria, providing her with expertise in public health principles, strategic health initiatives and effective communication strategies to influence positive behavioural change. Throughout her career, Jo-Anne has consistently demonstrated leadership and operational insight in various roles within higher education. Her work focuses on aligning institutional goals with education standards that promote academic excellence and foster student success. A passionate advocate for health promotion and lifelong learning, has earned her recognition as a trusted mentor, leader and collaborator. She fosters initiatives that enhance institutional effectiveness and improve outcomes from students and staff which is a testament to her commitment to excellence, innovation and impactful service delivery.

## 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 2027. 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

<b>Dr Margot Uys</b>	Chair: Independent
<b>Dr Chris Visser</b>	Deputy Chair: Johannesburg Health District / University of Witwatersrand
<b>Mr Henry Teverah</b>	Valhalla Primary
<b>Mrs Alet Bosman</b>	Independent
<b>Ms Pondiso Ziki</b>	Independent
<b>Ms Esca Scheepers</b>	Independent
<b>Dr Kirsty Crewes</b>	Mothers-to-Mothers

## 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** Founder

#### 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** Chief Executive Officer

#### 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 Sciences Academy (Pty) Ltd – Alternate Director

## Participation of FPD Senior Managers in Advisory Structures

### **Dr Gustaaf Wolvaardt** Founder

#### 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

## Programme Advisory and Quality Assurance Committee

	Academic Management Representatives	Administrative Team	Industry Representatives	Faculty Representative	Students and Alumni
EDUCATION	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

	Academic Management Representatives	Administrative Team	Industry Representatives	Faculty Representative	Students and Alumni
HEALTH SCIENCES	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

	Academic Management Representatives	Administrative Team	Industry Representatives	Faculty Representative	Students and Alumni
BUSINESS SCHOOL	Dr Gustaaf Wolvaardt Prof Dianne Manning Mrs Frances Kelly Dr Margot Uys Mrs Sunet Jordaan Dr Ernesha Webb- Mazinyo Mrs Lerisa Roberts	Ms Stacey Smallberger Ms Onicca Magoro	Ms Sunet Jordaan Dr Gustaaf Wolvaardt Dr Margot Uys Dr 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



	Academic Management Representatives	Administrative Team	Industry Representatives	Faculty Representative	Students and Alumni
PUBLIC HEALTH	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 Tsoo Dr Londa Buthelezi Dr Johanna Ndevahoma-Hashipala Ms Lelethu Bottoman

	Academic Management Representatives	Administrative Team	Industry Representatives
NURSING UNIT	Mrs Annatjie Peters Dr Gustaaf Wolvaardt Mrs Jo-Anne Koch Mrs Frances Kelly	Ms Tshupo 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)



# Group Structure

## 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.



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



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



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



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



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



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

## FPD ADDITIONALLY MANAGES THE FOLLOWING NGO'S



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



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



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







## 4 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



Workplace Wellness Alliance  
of South Africa (WWASA)



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



Business Process Enabling  
South Africa (BPESA)



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

## FPD Affiliates



**Health Sciences Academy**

Welcome to the Health Science Academy (HSA)—a leading, accredited provider of pharmaceutical and healthcare education in South Africa. With a proud history dating back to 1994, HSA delivers high-quality training aligned with industry standards and regulatory requirements. We are fully accredited by the South African Pharmacy Council, QCTO, LG SETA, Services SETA, HW SETA, and TETA.

HSA is committed to developing competent, confident healthcare professionals through structured learning programmes that combine theoretical knowledge with immersive workplace-based learning.

Our programmes are designed to support learners through clear outcomes, evidence-based assessment tools, and robust quality assurance processes.

### Our flagship programmes

- Occupational Certificate: Pharmacist's Assistant (Basic) (NQF 4)
- Occupational Certificate: Pharmacist's Assistant (Post-Basic) (NQF 5)

### Other qualifications:

- Occupational Certificate: Health Product Sales Representative (NQF 5)
- Further development and training certificate: Generic management (NQF 4)
- Further development and training certificate: Business administration (NQF 4)

### Short courses

- Dispensing for healthcare professionals
- Immunisation and injection techniques
- Quality management systems
- Medicine registration in South Africa
- Professional Development Programme

### Occupational health and safety training

- Audiometry
- Spirometry
- Vision screening

At HSA, we are committed to empowering the next generation of pharmacy and healthcare professionals through accredited and non-accredited, industry-aligned, and practice-focused training. Our programmes—spanning occupational certificates, specialised short courses, and sector essential skills training—are built on a strong foundation of academic rigour, workplace relevance, and a learner-centred approach. Through clear outcomes, robust assessment practices, and continuous quality assurance, we ensure that every learner is equipped to thrive in a dynamic healthcare environment.

**Central to our identity are the values that guide everything we do:**

- Respect – creating a positive, diverse, and inclusive learning environment.
- Integrity – upholding ethical, honest, and transparent professional conduct.
- Creativity – encouraging innovation, new ideas, and adaptive learning methods.
- Excellence – striving for superior education quality and continuous improvement.
- Teamwork – leveraging collaboration to achieve greater impact and learner success.

These values shape the way we teach, support, and partner with the healthcare sector. Whether a learner is beginning the journey as a Pharmacist's Assistant, advancing a career through specialised training, or strengthening a healthcare practice with focused short courses, HSA is committed to supporting growth every step of the way.

Together, we build a stronger, healthier future for South Africa.



Skills Panda is a youth-focused skills development agency that delivers accredited, demand-driven learning programmes designed to prepare South African youth for the world of work. We combine technology-enabled learning with structured classroom support, workplace experience, and strong corporate partnerships to ensure our learners graduate both qualified and work-ready.

We partner with corporates, industry leaders, and SETAs to design and implement funded learnerships and skills programmes that address critical and scarce skills in South Africa. Our programmes are aligned to QCTO standards and relevant SETA requirements, ensuring quality assurance, compliance, and meaningful outcomes.

Skills Panda is accredited by QCTO, MICTSETA, AWS and Microsoft and is B-BBEE aligned, enabling our corporate partners to optimise their Skills Development and Socio-Economic Development contributions while making a measurable social impact.

Through our blended learning model and digital platforms, we have successfully enrolled and supported hundreds of learners across South Africa, with a strong focus on township and rural youth. We are intentional about inclusive recruitment, prioritising unemployed youth, particularly persons living with disabilities, to ensure equitable access to opportunity.

**Programmes Offered (Learnerships and Structured Skills Programmes)**

**Our programmes are delivered as full learnerships or structured skills programmes and include:**

- I.T Systems Development
- I.T Database Development
- I.T Interactive Media
- I.T 3D Animation
- I.T Computer Technician
- I.T Data science practitioner
- I.T Internet-of-Things Developer
- I.T Cybersecurity Analyst
- I.T Software Developer
- Supply Chain Management
- Office Administration
- Management assistant
- Quality Manager
- Contact Centre manager
- Real Estate Agent
- Retail: Buyer

Skills Panda remains committed to bridging the gap between education and employment by equipping young people with practical, relevant, and future-focused skills that unlock sustainable.



**HSA Clinical Research Pharmacy**

HSA Clinical Research Pharmacy (Pty) Ltd is a 100% owned subsidiary of the Health Science Academy (HSA), established to support FPD's expanding portfolio of clinical research activities across South Africa. The company was formally registered in June 2023, with its ownership confirmed in the official share certificates.

HSA Clinical Research Pharmacy was created to operate fully licensed clinical research pharmacies in alignment with Good Clinical Practice (GCP) requirements and sponsor expectations. These pharmacies dispense, manage, and account for study medication in compliance with regulatory, audit and trial protocol standards, as confirmed in communications regarding clinical research site planning and pharmacy operations. HSA Clinical Research Pharmacy currently supports FPD's clinical research network through:



### 1. Ndevana – Rural Clinical Trial Site (Eastern Cape)

Located 44 km from East London, the Ndevana Community Research Site functions as FPD’s dedicated rural clinical research node, where medication for HIV prophylaxis and other investigational studies is dispensed. This site hosts an operational HSA Clinical Research Pharmacy branch and is staffed by a Responsible Pharmacist and supporting pharmacists as required by study volumes.

### 2. Vincent / East London – Developing Urban Clinical Trial Site

HSA Clinical Research Pharmacy is in the process of expanding to a second branch situated within the new Vincent clinical research site in East London. This branch will support FPD’s urban clinical trial activities, with regulatory applications, site plans and licensing processes underway.

#### Facilities & Compliance

##### Each HSA Clinical Research Pharmacy site includes:

- A dedicated clinical research pharmacy with restricted access
- Controlled drug storage, temperature monitoring, and accountability systems
- Segregated spaces for consultation, data, and sample processing activities
- Infrastructure aligned with local municipal zoning and healthcare regulatory standards

This strict separation of pharmacy and laboratory/educational activities is necessary to maintain GCP integrity and regulatory inspection readiness, as noted during site configuration assessments in the Eastern Cape expansion project, supporting FPD’s Research Mission.

##### By operating purpose-built pharmacies within both rural and urban clinical research nodes, HSA Clinical Research Pharmacy strengthens FPD’s ability to:

- Run multi site clinical trials
- Meet sponsor and regulatory audit standards
- Enhance participant safety and medication adherence oversight
- Expand into new therapeutic research areas as trial demand grows

This aligns HSA and FPD with international norms for clinical trial pharmacy management while supporting the long-term sustainability of FPD’s research infrastructure.



FPD Property (Pty) Ltd is a wholly owned subsidiary of the Foundation for Professional Development (FPD). As FPD’s dedicated property holding company, it owns and manages the organisation’s administration buildings in Pretoria, including the primary operational hub at FPD Knowledge Park, 173 Mary Street, The Willows.

FPD Property provides secure, well maintained and strategically located office and training infrastructure to support FPD’s broad portfolio of educational, health, research and development programmes. The company ensures that all facilities comply with professional standards, safety regulations and environmental expectations, allowing FPD and its partners to focus on programme delivery.

##### FPD Property leases commercial office space to:

- FPD (Foundation for Professional Development)
- FPD Fund
- PPO Serve
- Health Science Academy
- External third-party tenants

This leasing model supports a sustainable ecosystem of organisations working across health sciences, professional development and systems strengthening.

In 2025, FPD received an EPC Certificate – Green Rating. The certificate forms part of FPD’s environmental compliance and sustainability reporting framework and reflects the organisation’s commitment to responsible energy management across its facilities, including those overseen by FPD Property.

This Green Rating supports donor expectations, aligns with the United Nations Sustainable Development Goals referenced in committee oversight, and confirms that FPD’s built environment meets increasingly stringent environmental compliance standards.

##### Looking for Office Space?

FPD Property has a range of professional office spaces available depending on current occupancy.

##### For availability and leasing enquiries, please contact:

Fanie Lindeque :  
Email: faniel@foundation.co.za



## 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 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 employ 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:
  - o Local marketing campaigns:
    - For GEMS members to join the programme - get their GP Practice to join 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
  - o Care Coordinator training including with FPD.
  - o Allied: working with RHP to expand the Allied professional network and the quality of services available.
  - o 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.
  - o 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 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 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 pre 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)**

The Foundation for Innovative New Diagnostics (FIND) is a global non-profit organisation dedicated to developing and delivering high-quality, affordable diagnostic tools for diseases that disproportionately affect low- and middle-income countries. FPD has partnered with FIND on research initiatives focused on sexually transmitted infections (STIs) and tuberculosis (TB). Through this collaboration, FPD is participating in the GO-SA Study, which is evaluating a novel lateral flow assay (LFA) for the detection of *Neisseria gonorrhoeae* among pregnant and symptomatic women in South Africa. The study aims to strengthen point-of-care diagnostic capacity, enabling timely and accurate STI detection to support improved treatment outcomes and disease control. FPD is also collaborating with FIND on the Here2Home TB Study, which focuses on strengthening TB diagnostic and care pathways, with particular emphasis on improving access to TB services and supporting effective linkage to care in community-based and real-world settings. This work contributes to global efforts to enhance TB detection, service delivery, and patient-centred approaches in high-burden contexts.



**UNIVERSITÄT  
BERN**

### **University of Bern**

The University of Bern is a leading research-intensive institution with a strong focus on global health, maternal and child health, and infectious diseases. FPD partnered with the University of Bern on research investigating the role of STIs, genital tract infections, and the vaginal microbiome in relation to preterm birth. This collaboration aimed to address critical evidence gaps by examining biological and infectious contributors to adverse pregnancy outcomes in high-burden settings. The partnership contributes to global efforts to improve maternal and neonatal health outcomes through improved understanding of infection-related risk factors and potential intervention points.



### **University of Southern California (USC)**

The University of Southern California (USC) is a renowned institution known for its commitment to research excellence and innovation. FPD collaborated with USC on a clinical trial evaluating STI screening strategies to prevent adverse birth and neonatal outcomes. Funded by the National Institutes of Health (NIH), the study aimed to assess the effectiveness of different screening approaches for STIs, including *N. gonorrhoeae*, *Chlamydia trachomatis*, and *Trichomonas vaginalis*, among pregnant women. The goal was to reduce adverse birth outcomes and improve maternal and neonatal health.



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

The Climate and Health Africa Network for Collaboration and Engagement (CHANCE Network) is a pan African collaborative platform dedicated to strengthening the intersection between climate change, environment, and public health across the continent. As a science driven, non promotional network, CHANCE brings together researchers, policymakers, civil society, development partners, and government institutions to advance evidence based climate–health action in Africa.

The network promotes knowledge exchange, supports collaborative research, strengthens health systems resilience, and drives continental dialogue on climate related health risks. It convenes high level technical engagements, deep dive webinars, and scientific forums, including the Pan African Conference on Environment, Climate Change and Health: Science to Policy, organised with partners such as ARIN, NEMA, KEMRI, AMREF Africa, and national Ministries of Health and Environment.

Dr Gloria Maimela, Deputy CEO of FPD, serves as the Chairperson of the CHANCE Network. FPD’s involvement in CHANCE is anchored within the Office of the Deputy CEO, where Dr Maimela’s leadership enhances the organisation’s contribution to climate health research, knowledge dissemination, and strategic collaborations. FPD staff support the coordination of CHANCE strategic meetings, submissions, and communication products, demonstrating deep organisational engagement.

This affiliation highlights FPD’s growing footprint in climate health innovation and its commitment to shaping African led climate resilience solutions.



#### **The World Bank**

FPD has an active and ongoing partnership with the World Bank, primarily centred on climate and health, with a strong focus on heat health capacity building in South Africa.

FPD is formally implementing the Climate and Health (Heat Health) Training Programme funded by SALGA in partnership with the World Bank. Internal project communication confirms that FPD is responsible for course development, stakeholder

workshops, and ongoing progress reporting to the World Bank. Weekly check in meetings are held with the World Bank team to track implementation progress.

FPD’s work aligns with and contributes to the Gauteng Heat Action Plan, a programme that the World Bank and National Treasury have been advancing for several years. The Bank provides technical leadership, while FPD develops and delivers heat health training for healthcare workers and community stakeholders.

World Bank representatives participate in FPD led stakeholder workshops and conferences, and FPD collaborates with the Bank on regional climate health engagements, such as the Pan African Conference on Environment, Climate Change and Health.

#### **FPD’s affiliation with the World Bank is strategic, operational, and highly active, characterised by:**

- Co leadership in climate and health capacity building
- Joint implementation of the SALGA/World Bank Heat Health Training Tender
- Technical alignment with the Bank’s Gauteng Heat Action Plan
- Regular joint planning, reporting, and specialist collaboration



#### **Arizona State University (ASU)**

The Arizona Board of Regents, on behalf of Arizona State University (ASU), partnered with FPD to conduct a research study focused on adapting and evaluating the feasibility of the Healthy Relationships intervention for men who have sex with men (MSM) living with HIV. The intervention was designed to support participants in managing HIV-related stress, strengthening communication skills, and improving disclosure and safer-sex practices. The study assessed the acceptability and feasibility of implementing the adapted intervention within the South African context, generating evidence to inform future scale-up and integration into HIV prevention and treatment programmes. This collaboration was funded by the NIH and contributes to the global evidence base on psychosocial and behavioural interventions for key populations.



**DETECT Diagnostics**

DETECT Diagnostics is a Netherlands-based life sciences company specialising in innovative, rapid detection technologies for bacterial, viral, and fungal pathogens. FPD partnered with DETECT Diagnostics to conduct testing of the VIPER® assay for the detection of *Treponema pallidum*, the causative agent of syphilis. This collaboration focused on evaluating the feasibility and performance of the VIPER® technology in clinical samples, with the goal of advancing faster and more accessible diagnostic options for syphilis. The partnership supports efforts to strengthen early detection and management of syphilis, contributing to improved patient outcomes and enhanced public health responses in South Africa.

prevention, screening, and treatment strategies. Through its participation, FPD contributes South African site-level data and implementation experience, supporting the generation of globally relevant evidence on syphilis epidemiology and control. This collaboration strengthens FPD’s engagement in international STI research networks and contributes to global efforts to reduce the burden of syphilis.



**MSHC**  
MELBOURNE SEXUAL HEALTH CENTRE

**Melbourne Sexual Health Centre (MSHC)**

FPD is participating in the SOS Global Study, an international, multi-site research collaboration led by investigators at the Melbourne Sexual Health Centre (MSHC) and funded by Monash University. The SOS Global Study focuses on improving the understanding of syphilis transmission dynamics across diverse geographic and population settings, with the aim of strengthening evidence to inform

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**WASHINGTON**

**University of Washington**

FPD has established a strategic research partnership with the University of Washington to conduct the EXPRESSIVE-10 study, a large, multi-country Phase 3 HIV prevention clinical trial funded by the Bill & Melinda Gates Foundation, with Merck Sharp & Dohme (MSD) as the study sponsor. The aim of the EXPRESSIVE-10 study is to evaluate the efficacy, safety, and acceptability of a novel oral, once-monthly pre-exposure prophylaxis (PrEP) agent (MK-8527) for the prevention of HIV-1 infection in cisgender women. The study seeks to expand HIV prevention options by assessing a long-acting oral PrEP formulation that may address adherence challenges associated with daily dosing. Through this partnership, FPD contributes to globally significant HIV prevention research.



## 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.



### **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.



### **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.



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.



### 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.



### 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.

## 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.



*Treating Health Seriously*

### **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.



### **South African National AIDS Council (SANAC)**

The South African National AIDS Council (SANAC) is the national multi sector body mandated to lead and coordinate South Africa's response to HIV, TB, and STIs. Through its Technical Working Groups (TWGs), SANAC brings together government departments, civil society, academia, and development partners to advance the National Strategic Plan (NSP). Its Mental Health Technical Working Group (MH TWG) plays a critical role in integrating mental health priorities into the HIV/TB response, recognising that mental health is both a driver and consequence of disease burden.

FPD partners with the South African National AIDS Council (SANAC) to strengthen the integration of mental health within South Africa's HIV, TB, and STI response. Through this collaboration, FPD contributes specialised expertise to the Mental Health Technical Working Group (MH TWG), which is mandated to support the National Strategic Plan.

#### **FPD's role focuses on three key areas:**

- Technical Expertise: Providing strategic mental health inputs that support the integration of mental health priorities across HIV/TB programmes.
- Stakeholder Engagement: Identifying and recommending qualified experts and partners to strengthen the TWG's multidisciplinary representation.
- Thought Leadership: Participating in high level technical discussions and contributing to shaping national mental health priorities within the SANAC platform.

Overall, FPD's affiliation with SANAC positions the organisation as a key technical partner advancing a coordinated, evidence based mental health response within the national HIV/TB framework.

## Sponsors and Donors







## 5 PEOPLE AT FPD

- Senior Management
- Team Leads, Coordinators and Specialists
- Administrative, Support Team and Interns

## Senior Management



Gustaaf Wolvaardt



Gloria Maimela



Jo-Anne Koch



Henk Reeder

## Team Leads, Coordinators and Specialists



Alex Mumbauer



Alfred Mahlangu



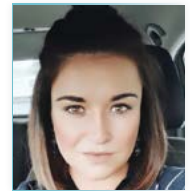
Amanda Khuzwayo



Anathi Fatyela



Angel Moraba



Angie Bauermeister



Annatjie Peters



Antoinette Van Dyk



Asanda Poswa



Asanda Mrano



Avuyile Boyisi



Aya Mlati



Bulelwa Makhutha



Buntu Mahlobisa



Busi Ngele



Chantelle Maharaj  
Bharuth



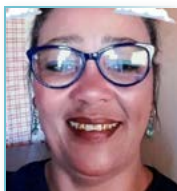
Chiara Ilett



Chris Jansen van  
Vuuren



Chwayita Noholozo



Colleen Bosman



Elmien van Amerom



Emely Zaba



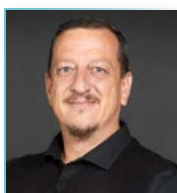
Ernesha Webb  
Mazinyo



Esther Josiah



Faith Mothiba



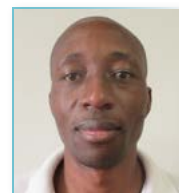
Fanie Lindeque



Frances Kelly



Francis Kouakou



Freedom  
Mukomana



Jabulani Cele



Jackie Swanepoel



Jaco Kruger



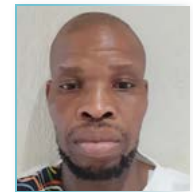
Jacque Makowah



Jean Slabbert



Joanne Batting



Kagisho Seboko



Kate Swanepoel



Keith Pullen



Kenneth Culu



Lee Maenetja



Lina Douglas



Livia van Wyngaardt



Louisa de Weerd



Malusi Ngidi



Mandisa Mdingi



Marcus Wolvaardt



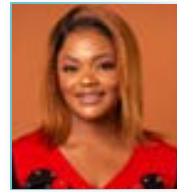
Marieta de Bruyn



Matshidiso  
Makopo



Mieder Erasmus



Mmakgabo Seopa



Monica Chipeta



Mzu Mlunguzi



Ndalwentle Makunga



Ndileka Ngcukana



Neliswa Swartbooi  
Pantyo



Nhlanhla Vilakazi



Nkagisang Ntwagae



Nokwanda Khanyile



Nomazulu Matota



Nondi Gaba



Noxy Sneli



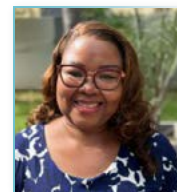
Onicca Magoro



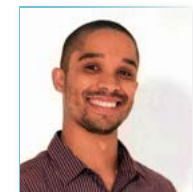
Phezukonke  
Mndebele



Phuti Mokoko



Rethabile Monare



Rishard Gordon



Romanda Haynes



Rorisang Mofokeng



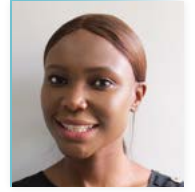
Sandi Mana



Sandra Kellerman



Sarita Naidoo



Sharon Paul



Sipho Nkabinde



Stacey Smalberger



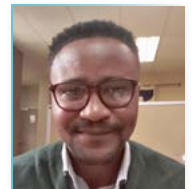
Suzanne Wansink



Tann Heuer



Thembelani  
Ntsaluba



Trevor Tshabalala



Tshepo Gaofetoge



Tumi Kgoebane



Usithandile Ntuntu



Valmy Bruwer



Wilna Van der Walt



Yonela Gantsho

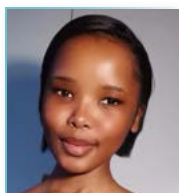


Zimkhitha Ncamisana

## Administrative, Support Team and Interns



Abo Diniso



Abo Ndlela



Alfred Moukangwe



Ali Nonduku



Andisiwe Matoti



Anelisa  
Madolwana



Angel Hlungwani



Angie Masilo



Aphiwe Metula



Asisipo Koyo



Aviwe Dike



Avu Aplom



Bantu Mlityalwa



Boipelo Moagi



Boity Maimela



Boitumelo Chesi



Bulelani  
Nozigwaba



Calebe Jenkins



Dineo Quive



Dolly Ramatlo



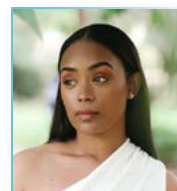
Dimpho Khokhotho



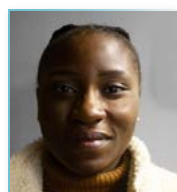
Florah Mogashwa



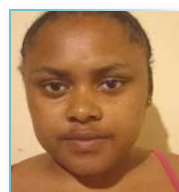
Fortunate  
Patetshoane



Francesca Thomas



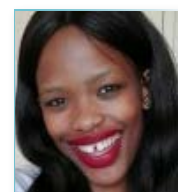
Goitsi Moyana



Inam Mbonja



Kamo Dipitse



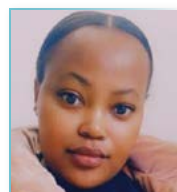
Kamva Charlie



Katleho Letsoane



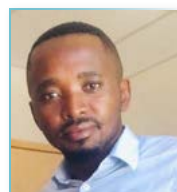
Kgothatso Talana



Khanyi Ndesi



Kholosa Dyarvane



Khumbulele Vantyi



Khush Soyamba



Leonie van  
Ryneveld



Cebo Nkosi



Lilly Seoka



Lodine Strodike



Lucia Qomoyi



Mahlatse Madiba



Mani Matafeni



Mawande Antoni



Mihle Biyana



Mihle Gqiba



Mihle Qwesho



Msindisi Gqirana



Naniki Mothiba



Nasiphi Ntshinka



Nelly Bataala



Nobulali Tomas



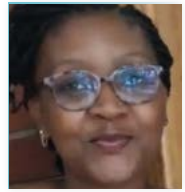
Nolufefe Mazinyo



Nompumelelo Msiza



Nontuthuzelo  
Mnyamana



Nosipho Apleni



Odirile Mohoroe



Okuhle Jacobs



Pakama Sihlali



Pearl Silawu



Petronessa  
Thedingoane



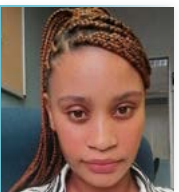
Phumlani  
Ngalonkulu



Precious Buda



Rebecca  
Matsobane



Regina Coetzee



Rendani Madavha



Rene Molaoa



Rethabile Phahlha



Rorisang Phalwane



Selu Beshe



Sinazo Mgojo



Sophy Thema



Thabo Teffu



Thando Zulu



Thilivhali  
Nemuraleni



Thoko Sebesho



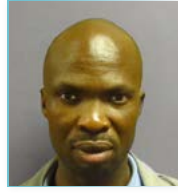
Treasure  
Monyamane



Tshegofatso  
Motsepe



Valencia  
Mapokgole



Victor Marumo



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