



# Annual Report 2004

*Shaping Health  
Care through  
Education and  
Research*

# FPD

Foundation for Professional Development



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# Message

## Message from the Executive Director



Gustaaf Wolvaardt

Looking back on a rather frantic 2004 I am very pleased with the continued growth that the Foundation for Professional Development (FPD) has experienced in various areas during the year. FPD is a very strongly cause driven organisation, dedicated to improving health nationally and regionally through its activities. The following developments highlight our organisation's

dedication to this cause:

- The scope and reach of FPD programmes again increased significantly. Student enrolment numbers increased substantially and reached an all time high of 9459 enrolled students during 2004, reflecting a 25% growth in student enrolment.
- FPD also provided substantial support to participants on courses through educational grants. During 2004 these grants increased by 25% to over R 10 Million on open enrolment courses.
- In line with FPD's HIV/AIDS signature initiative, particular emphasis was placed on training in support of the provision of comprehensive care for people living with AIDS. The HIV/AIDS clinical management training programme, which is a programme designed to develop comprehensive treatment skills amongst primary care providers, was a FPD flagship programme and by the end of 2004 had trained 8200 primary care providers since its inception in September 2001.
- During 2004, the FPD Nursing Leadership Programme, headed by Mrs Kathy Dennill, was launched and in its first year provided training to 1900 registered nurses on subjects such as Diabetes, HIV/AIDS, and Muscular Dystrophy.
- FPD also established an Infectious Diseases Unit, during 2004 headed by Dr Anton Stoltz. This unit is a collaborative initiative with the Department of Internal Medicine of the Medical School of the University of Pretoria and has been established to create a centre for excellence in infectious diseases.

- The Commitment to Life project was initiated in August 2004 and is a conduit through which FPD provides support to a number of antiretroviral (ARV) clinics in the context of the Infectious Diseases Unit's work. During its first four months this project supported the initiation of antiretroviral treatment (ART) for 1000 patients.

Based on a very successful 2004, it is the intention of the FPD Board and Management to maintain this growth in 2005 by expanding FPD's training activities in the region, broadening FPD's client base and creating an ability to provide technical assistance to supplement management training activities.

Last, but certainly not least, this annual report provides an opportunity to express appreciation to the various stakeholders that have made 2004 such a significant year. To all FPD staff, directors, faculty members and supporters, a sincere word of appreciation. Without your selfless commitment and dedication none of this would have been possible.

### **Dr Gustaaf Wolvaardt**

*MBChB MMed (Int) FCP (SA) AMP (MBS)*

*Executive Director*

# Mission, Vision and Values

## Mission Statement

To shape health care through education and research.

## Vision

To improve health care in Africa through ensuring well skilled health care professionals and managers, who will be able to deliver a health care service to the public that is affordable, evidence based and congruent with international best practice.

## Values

All activities at the Foundation for Professional Development are based on, and flow from the following four core values:

*Human rights:* FPD promotes respect for human rights in general and for human dignity in particular. These values find expression in the FPD Code of Conduct and its various policies on non-discrimination, harassment and religious tolerance.

*Excellence:* FPD strives for excellence in all its activities. Excellence underpins its selection of faculty, staff, programme execution, programme contents as well as its involvement with research, consulting and conferencing.

*Efficiency:* FPD aims to achieve efficiency in all its activities and operations, especially where it pertains to its relations with clients, stakeholders and students. Financial processes and decisions are based on this value.

*Relevance and Responsiveness:* The criterion FPD uses in the selection of its core activities is based on the most pertinent needs of its constituents and the community served by these constituents. Hence FPD focuses on public health priority areas and on strengthening health management. It actively participates in the shaping of the health care environment through ensuring that health care professionals and managers are adequately skilled to respond to changes in their working environment.



# Background

FPD was established in October 1997 and commenced its first course in 1998. In 2000, FPD was registered as a separate legal entity (registration number 2000/002641/07). The South African Medical Association, a section 21 not-for-profit company, has an 80% shareholding in FPD, while the remainder of the shares are employee owned. FPD is a health sector specific organisation that focuses its activities on the following:

- Advancing knowledge through research, consultancy and the provision of technical assistance
- Providing education tailored to meet the needs of the health care sector. Educational activities are focused on developing management and clinical skills and are delivered through courses and conferences, and
- Service provision in the context of education and research.

The FPD is organised on a virtual business model and uses strategic alliances with leading health sector organisations both nationally and internationally to achieve its vision of improving health care.

## Accreditation, Registration and Affiliation

FPD is provisionally registered with the Department of Education until 31 December 2005 as a private higher education institution to offer the Certificate in Practice Management and the Certificate in Advanced Management for the period (Registration Certificate number 02HB13).

Apart from the above two accredited higher education programmes, FPD also specialises in clinical and health care management short courses for health care professionals, of which the majority slot into existing accreditation mechanisms such as the Continued Professional Development Programme of the Health Professions Council of South Africa.

## FPD Code of Conduct

FPD endorses the principles of non-racialism, non-sexism and non-discrimination. It believes that education should be accessible, affordable and relevant in the South African and African contexts.

Students of FPD are expected to treat fellow students, faculty and administrative staff with dignity and respect. As FPD offers quality educational products, it believes that its students should act with integrity and honesty when participating and completing programmes / courses offered by FPD.

By registering for any FPD course or programme, a student subscribes to this Code of Conduct.

## Student Support Services

FPD maintains a suitable resource centre at its registered head office. Apart from literature associated with its programmes and courses, Internet access is also provided. Students receive all the support required from faculty and facilitators and may request additional assistance. The FPD website offers students assistance through the provision of assessment and assignment guidelines.

FPD organises its students and alumni into networks based on specific areas of interest and these networks are accessible through the FPD website. A dedicated alumni website is available for alumni of the HIV/AIDS course. Alumni also receive regular updates and a dedicated newsletter. Through this process FPD is creating an environment of continued learning within a learning community.



# Governance, Management and Quality Assurance Structures

## FPD Board of Directors

**Name and title:** Andries Andriessen Stulting (Prof)  
**Designation:** Chairperson  
**Qualifications:** MBChB MMed FRCOphth FCS (Ophth) (SA) FACS FICS

**Name and title:** George Gustaaf Wolvaardt (Dr)  
**Designation:** Executive Director  
**Qualifications:** MBChB MMed (Int) FCP (SA) AMP (MBS)

**Name and title:** Tebogo Kgosietsile Solomon Letlape (Dr)  
**Designation:** Director & Industry Representative – Clinical Sector  
**Qualifications:** MBChB (Natal) FRCS (Oph) (Edin) FCS (Oph) SA FRC (Oph) (UK)

**Name and title:** Douw Gerbrand van der Walt (Mr)  
**Designation:** Director  
**Qualifications:** BCom CAIB (SA) MBL AEP (UNISA)

## Company Secretary

**Name and title:** Alet Bosman (Mrs)  
**Qualifications:** BCom (Fin Man) HED BCom Hons (ACC)

The role of the FPD Board of Directors is modelled as closely as possible on the prescripts of the King II Report and Recommendations on Corporate Governance.

## FPD Executive Management Team

**Name and title:** Gustaaf Wolvaardt (Dr)  
**Designation:** Executive Director  
**Qualifications:** MBChB MMed (Int) FCP (SA) AMP (MBS)

**Name and title:** Anton Stoltz (Dr)  
**Designation:** Director: Infectious Diseases and Immunology Unit  
**Qualifications:** BSc (Chem & Biochem) BSc (Hons) Biochem MSc PhD MBChB MMed (Int)

**Name and title:** Marie de Wet (Mrs)  
**Designation:** Director: Teaching Programmes  
**Qualifications:** BA Communication

**Name and title:** Elmie Castleman (Ms)  
**Designation:** Director: Academic Programme Development  
**Qualifications:** B Cur Dip NE Cert Org. and Meth. Studies, MHPE

**Name and title:** Veena Pillay (Mrs)  
**Designation:** Director: New Business Development and Marketing  
**Qualifications:** Cert Man, Dip Man

**Name and title:** Kathy Dennill (Mrs)  
**Designation:** Director: Nursing Leadership Programme (as of March 2004)  
**Qualifications:** Dip GN Dip M Dip NE BACur (HM, CN and OHN) BACur Hons (CH)

**Name and title:** Alet Bosman (Mrs)  
**Designation:** Financial Manager and Information Officer  
**Qualifications:** BCom (Fin Man) HED BCom Hons (ACC)

## Quality Assurance Committees

Quality assurance committees oversee all quality-related and programmatic aspects of the programmes registered with the Department of Education.

### Quality Assurance Committees: Diploma in Advanced Management (2004)

#### Chairperson

**Name and title:** Andries Andriessen Stulting (Prof)  
**Qualifications:** MBChB MMed FRCOphth FCS (Ophth) (SA) FACS FICS

#### Members of the Committee

**Name and title:** George Gustaaf Wolvaardt (Dr)  
**Designation:** Executive Director  
**Qualifications:** MBChB MMed (Int) FCP (SA) AMP (MBS)

**Name and title:** Tebogo Kgosietsile Solomon Letlape (Dr)  
**Designation:** Director & Industry Representative – Clinical Sector  
**Qualifications:** MBChB (Natal) FRCS (Oph) (Edin) FCS (Oph) SA FRC (Oph) (UK)

**Name and title:** van der Walt Douw Gerbrand (Mr)  
**Designation:** Director & Industry Representative – Business Sector  
**Qualifications:** B.Com CAIB (SA) MBL AEP (UNISA)

**Name and title:** de Bruin (Dr)  
**Designation:** Alumni AMP  
**Qualifications:** MBChB

**Name and title:** Mashiloane (Dr)  
**Designation:** Alumni AMP  
**Qualifications:** BSc, MBChB, DAM

**Name and title:** Marie de Wet (Mrs)  
**Designation:** Programme Director  
**Qualifications:** BA Communication

**Name and title:** Elmie Castleman (Ms)  
**Designation:** Director – Academic Programme Development  
**Qualifications:** B Cur Dip NE Cert Org. and Meth. Studies, MHPE

### Quality Assurance Committees: Certificate in Practice Management (2004)

#### Chairperson

**Name and title:** Andries Andriessen Stulting (Prof)  
**Qualifications:** MBChB M.Med FRCOphth FCS (Ophth)(SA) FACS FICS

#### Members of the Committee

**Name and title:** George Gustaaf Wolvaardt (Dr)  
**Designation:** Executive Director  
**Qualifications:** MBChB MMed (Int) FCP (SA) AMP (MBS)

**Name and title:** Tebogo Kgosietsile Solomon Letlape (Dr)  
**Designation:** Current Student Certificate in Practice Management  
**Qualifications:** MBChB (Natal) FRCS (Oph) (Edin) FCS (Oph) SA FRC (Oph) (UK)

**Name and title:** Douw Gerbrand van der Walt (Mr)  
**Designation:** Director & Industry Representative – Business Sector  
**Qualifications:** BCom CAIB (SA) MBL AEP (UNISA)

**Name and title:** Marie de Wet (Mrs)  
**Designation:** Programme Director  
**Qualifications:** BA Communication

**Name and title:** Elmie Castleman (Ms)  
**Designation:** Director – Academic Programme Development  
**Qualifications:** B Cur Dip NE Cert Org. and Meth. Studies MHPE

# Staff

## Permanent staff

The number of permanent staff has increased steadily to keep pace with the increased number of activities at FPD.

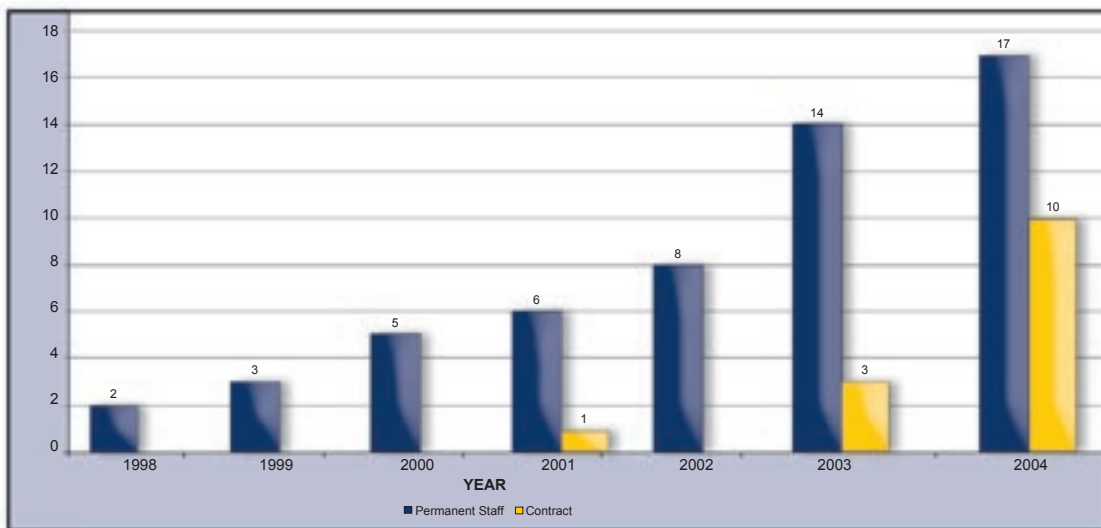


Figure 1: FPD Staff

The permanent staff of FPD is organised into the following departments:

- Academic Programme Development Department
- Teaching Programme Department
- Nursing Leadership Department
- Infectious Diseases and Immunology Department
- Research, Compliance and Consultancy Department
- Marketing and New Business Development Department
- Conference Services Department, and
- Finance Department

The organisational structure of FPD is depicted in Figure 2.



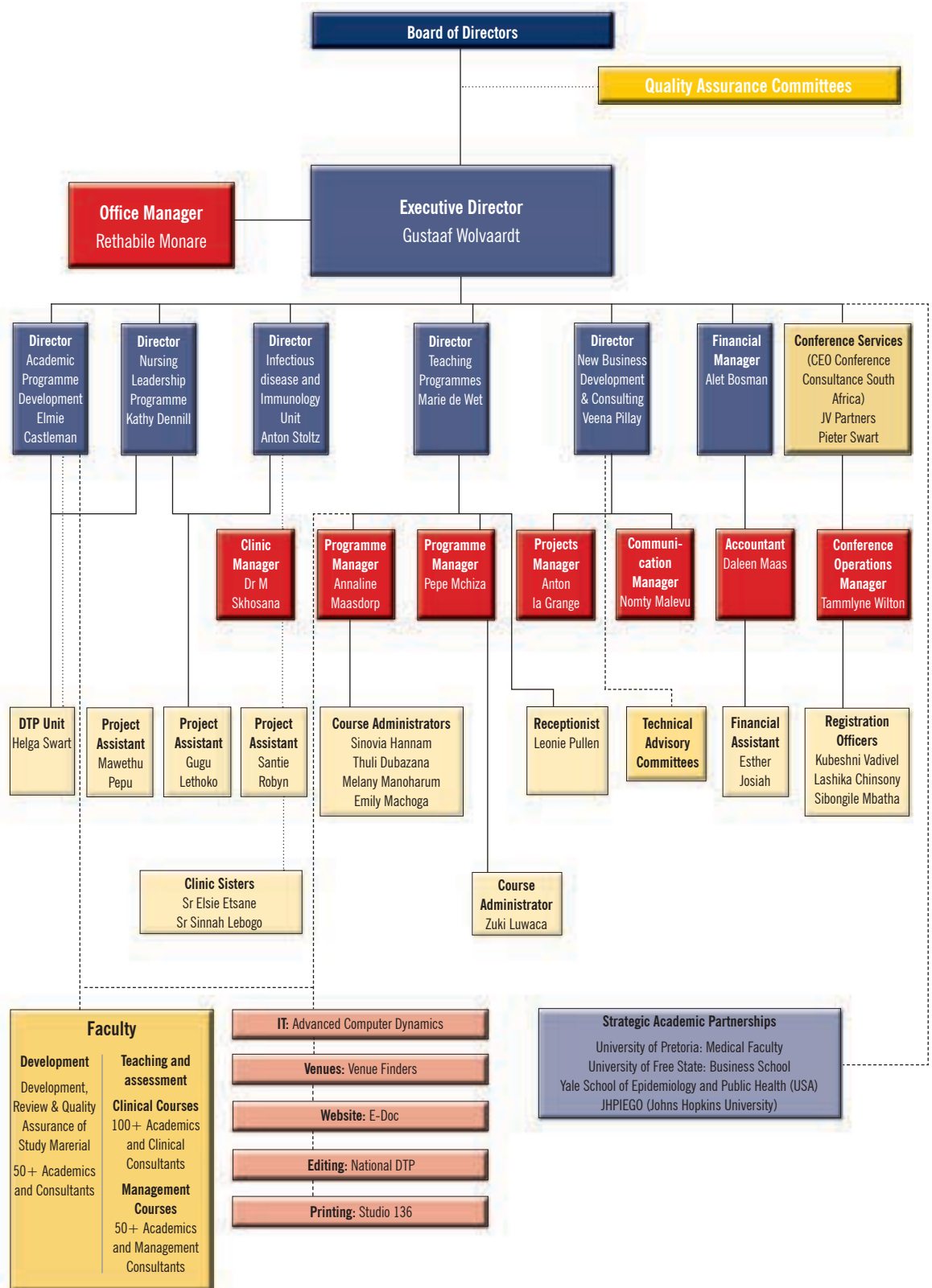


Figure2: The organisational structure of FPD

# Departments

## Departments and their Activities in 2004

### 5.1 Academic Programme Development Department

#### Background

The role of this department is to develop cutting edge, needs orientated academic programmes for health care professionals in the clinical and management domains. Such programmes are developed within the regulatory requirements of the Council for Higher Education, the South African Qualifications Authority and the Health Professions Council of South Africa. These academic programmes are designed to be needs orientated, outcome-based and are updated on a regular basis. This department further oversees all aspects relating to the accreditation of FPD as an education provider with various accrediting bodies.

#### Activities:

During 2004, the department developed short courses in the following subjects:

- Clinical Management of Asthma
- Clinical Management of Allergies
- Advanced Voluntary Counselling and Testing
- Clinical Management of Gastro-oesophageal Reflux

#### Disease

- Clinical Management of Dermatology, and
- Clinical Management of Renal Impairment.

The department also developed various in-house courses for a number of public sector health care providers and NGOs.

Two distance education courses were also developed in 2004, namely a short course for optometrists and a Diploma in General Practice for General Practitioners. The latter course, being a formal post graduate qualification, was submitted to the Council for Higher Education which recommended conditional accreditation of this qualification.

The addition of these new courses to the FPD product offering has increased the number of subjects that FPD offers courses in to forty eight (48). (See figure 3)

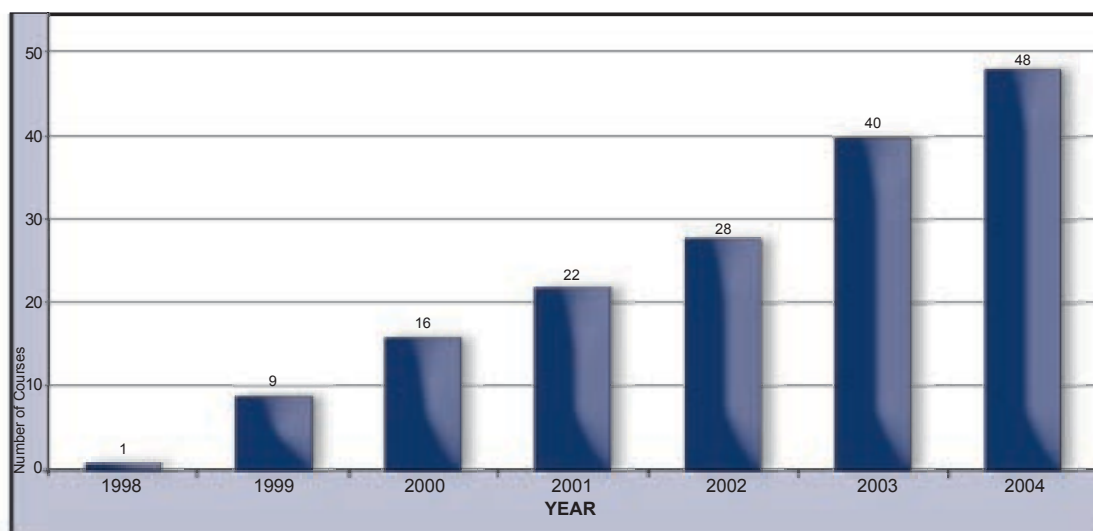
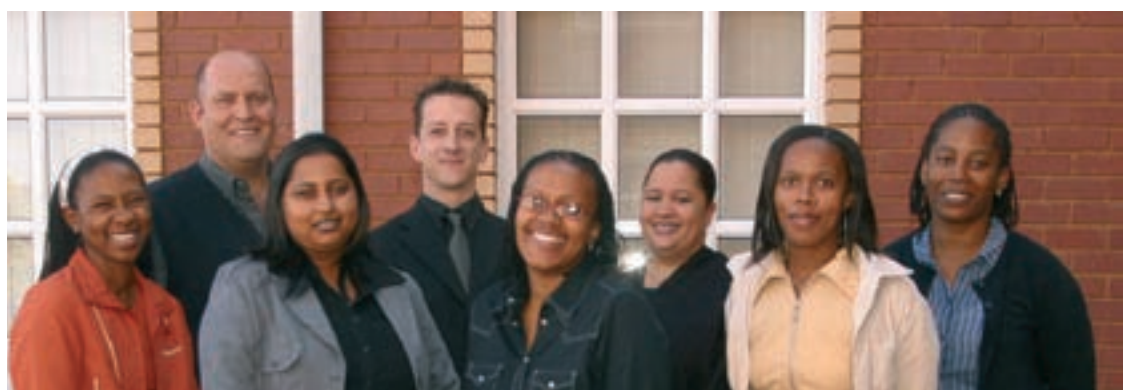


Figure 3: FPD Courses

The major research activity of the department in 2004 was a study designed to answer the following question: "What are the Continuous Professional Development (CPD) needs of medical general practitioners practising in South Africa?" The overall goal of the study was to make a contribution to the effective and efficient implementation of the CPD system for medical general practitioners in South Africa by identifying their CPD needs with regard to content, cost,

time and learning situations and to ultimately support health care in South Africa through education.

The department also managed FPD's submission for accreditation as a private higher education institution with the department of Education. Provisional registration was secured up to 31 December 2005. (Registration certificate number 02HB13).



Teaching Programme Department

## 5.2 Teaching Programme Department

### Background

The role of this Department is to oversee the implementation of all FPD teaching activities and to take responsibility for all logistical aspects of delivering courses at different venues throughout South Africa and neighbouring countries. The main objective of the Teaching Programme Department is to provide high quality educational programmes as close as possible to where participants work and live.

### Activities:

The total number of students enrolled on an FPD Course since FPD started providing training in 1998 increased by 9494 in 2004 bringing the total number of students trained by FPD since its establishment to 26 735. (See Figures 4 to 6)

The largest number of registrations resulted from two large training programmes run by FPD namely; the short course on the clinical management of HIV/AIDS, where 3971 students were trained in 2004 and a distance education programme on dispensing where 3023 participants enrolled in 2004.

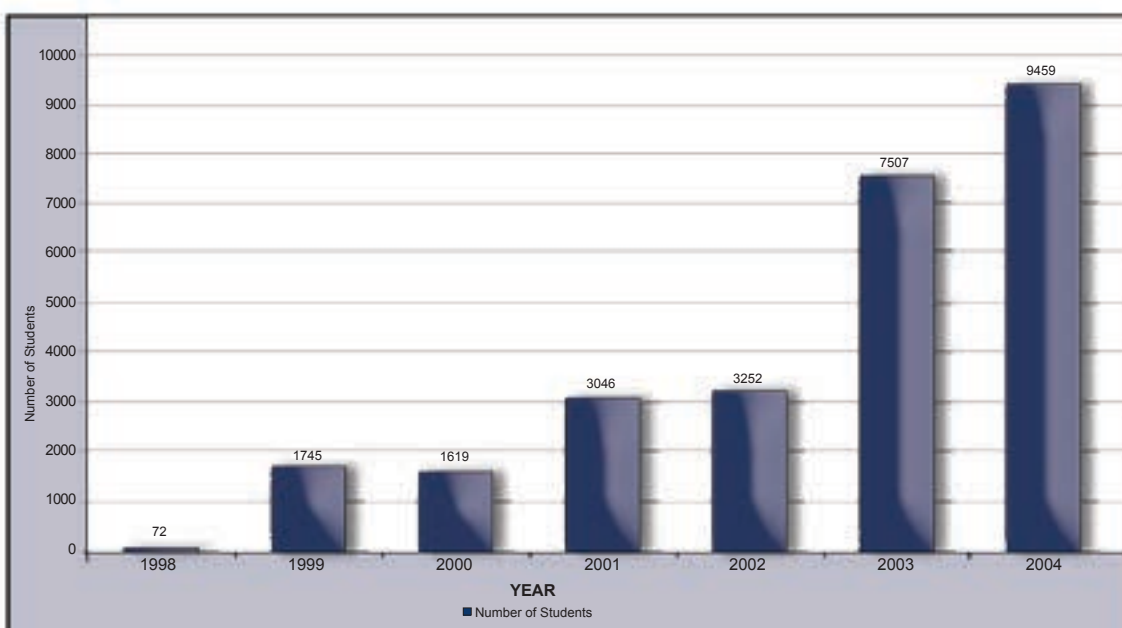


Figure 4: Student enrolment per year: 1998 to 2004

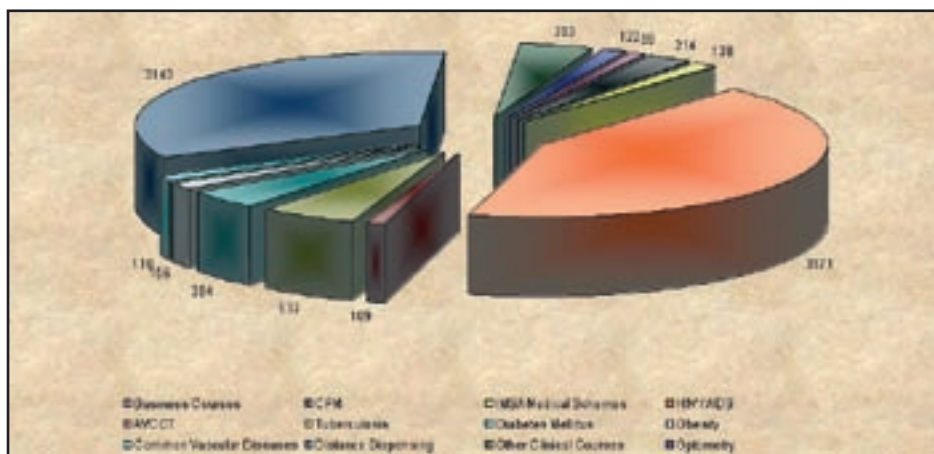


Figure 5: Number of students trained in 2004

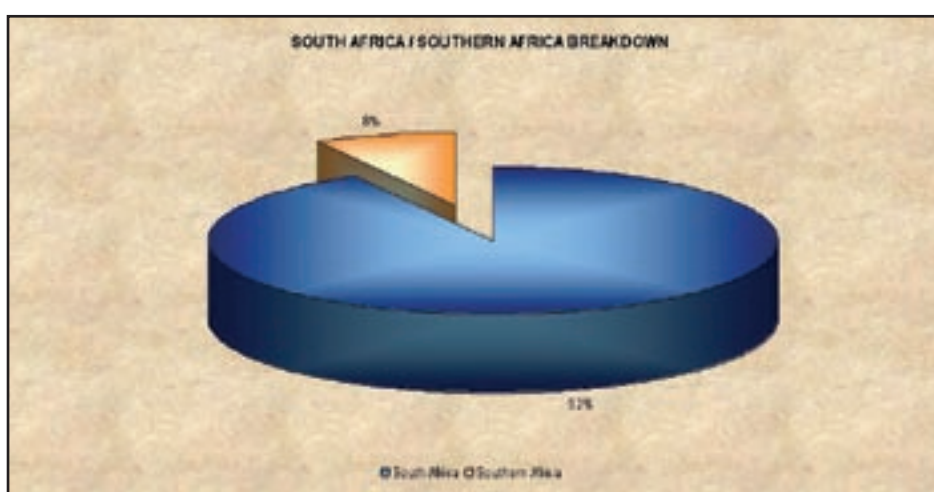


Figure 5: Number of students trained in 2004

### 5.3 Research, Compliance and Consulting Department

#### Background

The role of this department is to manage the research output of all FPD Departments. The Department also undertakes operational research on clinical practice issues such as patient choice, behaviour and funding. Research reports are published in journals or as academic papers or posters. The results of the research undertaken are also incorporated in FPD course updates.

The department also provides consulting services to various institutions and individuals on pertinent health issues, mainly in the regulatory, legislation and ethics fields. The department further acts as a knowledge broker in the health care sector and possesses expertise in the fields of Social Health Insurance, health legislation, medical schemes, operations management and facilitating transformation in the health sector.

#### Activities

The department participated in a research project on the regulation of medical devices in South Africa, as part of an international team providing consultancy services to the Department regarding a possible regulatory model. The project resulted in two key pieces of research, one analysing the exiting regulatory environment and another analysing possible regulatory frameworks from a comparative perspective.

A study was also initiated to determine the outcome and impact of the HIV clinical management course offered by FPD (data collected included clinical practice measured as baseline at one and three months after the training, the number of patients seen with HIV and aspects addressed during counselling).

A file was developed for pharmacists, containing pertinent information on the Medical Schemes Act and Medicines Act, which was given out to the branches of organised pharmacy at their AGM in May 2004.





A CD was developed that unlocked pertinent health legislation, ethical rules and related documents to health care professionals, called "Fast Facts for Doctors" and a follow-up "Fast Facts for Pharmacists" was issued early in 2005. The CD is currently in its second issue and is bound to become an indispensable source for medical practice in a highly regulated, complex health environment. The CD contains *pro forma* letters, documents and examples, so as to benefit health care practitioners maximally.

The Department provided regular articles for publishing in the SA Journal of HIV Medicine and the Paediatric Review. Elsabe Klinck contributed a chapter on Health care in South Africa to Smit & Mpedi's textbook, "Introduction to Social Security."

An important function of this department was to promote academic liaison with other institutions. During 2004 such liaison resulted in:

- Dr Gustaaf Wolvaardt acting as an external examiner in Internal Medicine at the University of Pretoria
- Ms Elmie Castleman and Adv Elsabe Klinck teaching postgraduate programmes presented by the University of Pretoria's School of Health Systems and Public Health
- Adv Elsabe Klinck, teaching are the International Masters in Social Security at the University of Johannesburg (previously RAU campus), and
- Mrs Kathy Dennill acting as an external examiner for the Department of Health Sciences of the University of South Africa (UNISA).

The Unit undertook consultancy projects for the following organisations and groups:

- The National Department of Health
- Medical practices
- SA Institute of Health Managers
- Pharmaceutical and medical device companies
- Pharmaceutical and medical device industry organisations
- SAMA, PSSA, SpesNet and other health care provider groupings, including the Physiotherapy Society
- Private hospitals, and
- Patient interest groups, including Multiple Sclerosis SA.

## 5.4 Marketing and New Business Development Department

### Background

The role of this Department is to concentrate on relationship marketing and the development of new business opportunities. The department focuses on driving the expansion of FPD as well as mobilising scholarship support for participants on FPD courses.

### Activities

FPD continued to support access to education for health care professionals and managers through educational grants provided by sponsors and donors. Such grants are used to subsidise participant costs directly and therefore reduce cost as a barrier to education. Educational grants provided through the work of this department increased by 25% in 2004 to reach a value of R 10 116 892.00. In the period 1998 to 2004 educational grants to the value of R 24,837 451.00 have been provided to participants on FPD courses. (see Figure 7)



Marketing and New Business Development Department

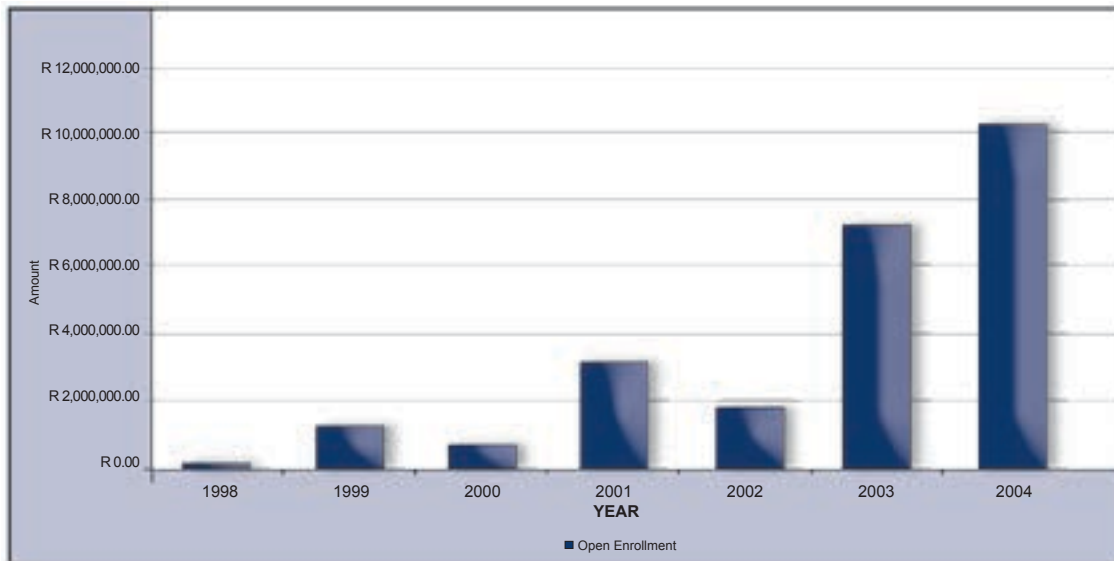


Figure 7: Educational Grants (1998 - 2004)

The following organisations supported training programmes during 2004 through educational grants and scholarships:

- PEPFAR
- Eli Lilly
- Centres for Disease Control (CDC)
- Pfizer
- Servier Laboratories, and
- Discovery Health Institute.

This department also secured contracts to provide in-house training programmes for the following organisations:

- Anglo Platinum
- Quintiles
- Hope for Health Foundation - Zambia
- IPPF
- Lesotho Ministry of Health
- Thebe Ya Bophelo
- Medihelp, and
- Various provincial and local authorities.

## 5.5 Conference Services Department

### Background

FPD Conference Services (FPD-CS) is managed through a joint venture with Conference Consultancy SA (CCSA) and offers a comprehensive range of convention planning and management services for multinational corporate and association clients. FPD-CS employs five (5) highly skilled and experienced event management specialists.

FPD-CS core services consist of:

- Strategic conference planning and operational management
- Project management
- International conference bid production, and
- Event management training.

Planning and management of conventions are done through a process of risk analysis, determination and setting of policies and financial-, project-, human resources planning and management, as well as the appointment and management of ancillary service providers. Specialised services and facilities, such as host venue, accommodation, information technology, technical services, equipment, catering and security, are specialised services co-ordinated by FPD-CS in accordance with modern best business practices.

This department delivers comprehensive services, which meet all the requirements for successful event hosting. Operations are conducted in three phases, namely planning (pre-conference), rollout (during conference) and closure (post conference). Operations are managed according to activities, costed in a master budget, linked to people and / or service provider organisations with set time frames and managed through identified deliverables and milestone achievements in the project management system.

Past conferences that this department has been involved in include:

- XIII International AIDS Conference (2000)
- Summit on the future of Medicine (2001)
- 1st South African AIDS Conference (2003), and
- SAMA conference on the Strategies for the Survival of Doctors (2003).





## Activities

In 2004 this department provided conference management or consultancy services to the following conferences amongst others:

- South African Medical Association Conference 2004
- 2nd South African AIDS Conference scheduled to take place in 2005, and
- 8th Word Conference on Injury prevention and Safety Promotion (currently in the planning phase and scheduled to take place in 2006).



Kathy Dennill

### 5.6 Nursing Leadership Department

#### Background

Human resource development is recognised as being a key issue in achieving improved health service delivery and health sector transformation. Nurses are the mainstay of human resources in health care systems and for this reason, FPD identified Professional Nurses as a specific group that requires support in the form of developmental opportunities specific to their practice needs.

To this end the Nursing Leadership Programme was established in March 2004, to meet some of the identified needs of professional nurses for development opportunities. The establishment of this unit does not exclude professional nurses from attending other generic and multidisciplinary courses offered by FPD as they have in the past. It does, however, aim to meet the identified needs of this group by becoming a resource centre, with tailored, professional, focussed short courses and other services dedicated to improving skills and knowledge through accessible learning opportunities.

The programme aims to develop opportunities that will lead to:

- Leadership development of both current and future nurse leaders
- Business and operational skills development, and
- Best practice development that will impact positively on patient care and service implementation.

#### Activities

During 2004, approximately 1900 nurses attended the following courses:

- HIV and AIDS Management for Professional Nurses
- The Management of Diabetes Mellitus for Professional

Nurses, and

- Muscular Dystrophy for Professional Nurses.

The following courses were developed in 2004 and will be offered in 2005:

- Adherence Counselling for Anti Retroviral Treatment
- Management of HIV and AIDS in the Workplace, and
- Management of Tuberculosis for Professional Nurses.

The department also developed an Informatics and Data Management Course for Professional Nurses in collaboration with the Aga Khan University in East Africa. It was offered to 20 post-graduate students in Nairobi, Kenya in June 2004 and to faculty members from the three Aga Khan campuses in Kenya, Uganda and Tanzania.

### 5.7 Infectious Diseases and Immunology Department

#### Background

Infectious diseases continue to be a threat worldwide and to South Africa specifically. The Infectious Disease and Immunology Department was established toward the end of 2004 to focus FPD's activities on this field.

The Department was established as a collaborative venture between FPD and the University of Pretoria and is supported through an educational grant from Ampath. The purpose of this department is to establish a Centre of Excellence that will have a regional reach and create a platform to mobilise and develop expertise in this field.

#### Activities

The unit focuses on three distinct areas, namely:

##### Education

FPD's educational activities in the infectious diseases field are strategically co-ordinated under this unit. During 2004 training on infectious disease was on the following subjects:

- HIV/AIDS
- Tuberculosis

In collaboration with the Academic Programme Department curriculum development was initiated for courses on the following subjects, to be run in 2005:

- Rational use of Antibiotics
- Malaria



Anton Stoltz

As part of the collaboration with the University of Pretoria, postgraduate students of the internal medicine department will be able to access these courses at no cost.

Other educational activities organised by the department include:

- Academic grand rounds held weekly at the Pretoria Academic Hospital, and
- Practical tuition in the ARV Clinic at Pretoria Academic Hospital.

#### Service delivery

The objective of this component of the department's activities is to increase national ability to attend to patients with infectious diseases, ranging from less severe to complicated cases, in a hospital environment.

The priority of the unit in 2004 was to develop the capacity at the Pretoria Academic Hospital, in collaboration with a number of Departments in the Medical school, to provide ARV therapy. ART initiatives were started in August 2004 at two clinics and by December 2004 a total of 1244 patients were on therapy.

#### Research

The Infectious Diseases Department focuses its research activities on infectious diseases found in Africa. Although this is a new department, with research capacity currently limited to the head of the department, the department has moved rapidly to establish a number of strategic alliances in both the public as well as the private sectors, in order to establish the capacity to conduct research. Research projects were initiated with regard to diseases such as HIV, Malaria and Tuberculosis.

The Infectious Disease Department and its partners have identified the following areas of clinical research as a priority, namely:

- Mycolic acid based diagnostic devices for Tuberculosis in HIV infected patients
- Mycolic acid based immunotherapy for mycobacterial diseases
- Mycolic acid based innate immune response inducers
- Surrogate markers for mycobacterial infections aimed at lipid antigens, and
- Low affinity antibody detection devices to detect

mycobacterial infections (biosensor technology) and to monitor efficacy of the treatment.

## 5.8 Finance Department

FPD's Finance Department is responsible for all aspects of the FPD's financial management as well as other ad hoc tasks.

Highlights of the Finance Department during 2004 include:

- The switch to a new accounting package (Pastel)
- Ms Emely Machoga joined the department as accounts clerk
- Ms Daleen Maas joined the department as temporary accountant, a position which became a contract position from 1 January 2005
- New operational procedures were developed to ensure improved control systems
- A new procedure was implemented when compiling the 2005 budget and, having proved successful, will be continued in the future
- The format in which to report to funders was developed, and
- Electronic banking facilities were focused on to ensure cost savings.

Ad hoc tasks included:

- Reporting and liaising with international funders
- Financial management of the South African AIDS Conference, and
- Financial management of the International Safety and Injury Prevention Conference.

In 2005 the Finance Department will focus on the following:

- Cost savings
- Increasing operational procedures
- New system for electronic banking
- Human Resources administration
- Office infrastructure and IT systems, and
- The financial management of the South African AIDS Conference which will take place from 7 to 10 June 2005.



Finance Department



# Education and Training Programmes

FPD offers a wide range of management and clinical development courses customised to the needs of health care professionals and managers. The following courses were offered in 2004:

## 6.1 Management and Business Qualifications:

### MBA: Health Care Management

The MBA in Health Care Management is tailor-made for the needs of Health Care Executives and Professionals and is certified by the University of the Free State. The course is administered and run by FPD at its offices in Pretoria. During 2004 15 students were enrolled on this course.

### Diploma in Advanced Management

The Diploma in Advanced Health Management is an intensive management development programme, tailor-made for the needs of Health care Executives and Professionals. This course has been specifically customised for the South African health care environment and is designed to take into account the time constraints of health professionals who work full-time. During 2004, 70 students were enrolled on this course.

### Certificate in Practice Management

This programme is predominantly aimed at self-employed Health Care Practitioners and Practice Managers. The programme has been designed to provide participants with the essential business and management skills needed by managers of private practices. During 2004, 85 students were enrolled on this course.

## 6.2 Short Courses in Business and Related Subjects:

- Financial Health (Finance management for non-financial managers)
- Starting a Successful Private Practice (a toolkit on how to start a practice)
- ICD10 Coding
- Debt Collecting

## 6.3 Clinical Courses

These short courses are designed to enhance the clinical skills of health care professionals and are taught through a combination of assessed self study, using detailed study manuals, and facilitated workshops by leading national experts. The following short courses were available to students in 2004:

- Anaesthesiology
- Asthma
- Cardiovascular
- Clinical Trials
- Diabetes Mellitus
- Epilepsy
- HIV/AIDS
- Irritable Bowel Syndrome
- Medical terminology and anatomy
- Mental Health
- Obesity
- Professional Drivers Permit Evaluation
- Rheumatology Management
- Severe Sepsis
- Tuberculosis

## 6.4 Distance Education Courses

To facilitate access to training for health care professionals and managers in rural areas, FPD offers a number of distance education courses on the following subjects:

- Dental Ethics
- Dispensing
- Medical Ethics
- Optometry
- Practice Management
- Practice Pathology
- Rheumatology
- Urinary Incontinence

## 6.5 Organisational Development Courses

FPD has developed various organisation-specific training courses, presented on an in-company basis, covering areas such as management and leadership development, clinical skills development and support staff skills development.

During 2004 FPD provided customised in-house training programmes for staff of the following organisations:

### Public Sector Organisations

- National and Provincial Departments of Health – South Africa
- Lesotho Ministry of Health

### Corporations

- Anglo Platinum

### Medical Schemes

- Medihelp

### Networks

- Thebe ya bophelo

### NGOs

- Hope for Health Foundation
- IPPF

### Health Sector Companies

- AstraZeneca
- Novartis
- Quintiles
- Stryker

## Student Statistics

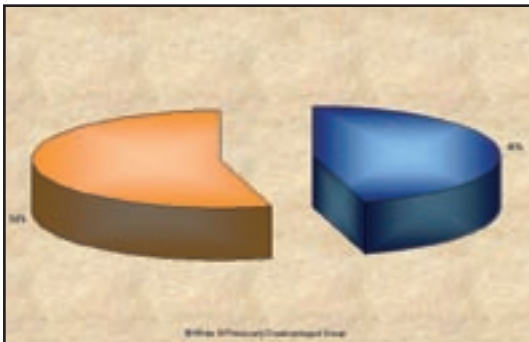


Figure 8: Structure by Race

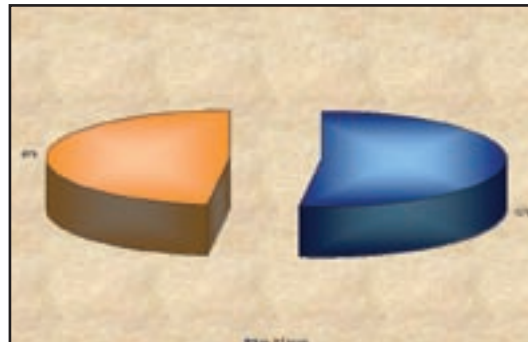


Figure 9: Structure by Gender

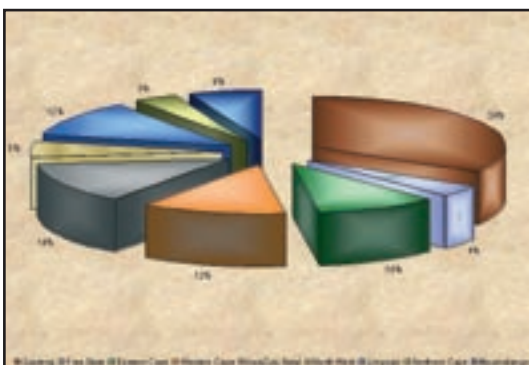


Figure 10: Structure by Province

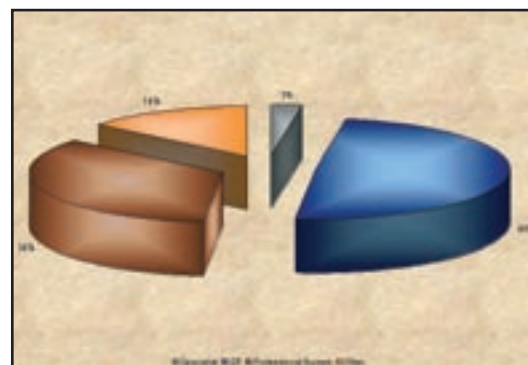


Figure 11: Structure by Profession



# Geographical

## Location of Training

FPD believes in making training accessible to participants and has attempted to deliver its courses at easy to reach locations. To date FPD has provided training in the countries depicted below:





# Signature Initiatives

Although all the activities of FPD are geared towards the advancement of health, FPD also identifies specific thematic areas for signature initiatives. Such initiatives focus on high priority public health issues, and an active attempt is made to incorporate activities relating to the subject in all the FPD focus areas.

## 8.1 HIV/AIDS

FPD activities in the field of HIV/AIDS include:

- Organising the National AIDS Conference every two years on behalf of Dira Sengwe Conferences, the non-profit organisation that convenes this conference.
- The 'commitment for life project' was initiated by FPD in August 2004, in collaboration with JHPIEGO (a John Hopkins University affiliate) to support the expansion of HIV clinics at the Kalafong and Pretoria Academic Hospitals (the two hospitals that form the academic complex for the University of Pretoria Health Sciences Faculty). FPD's involvement on this project is through the provision of seconded staff, project management support and the provision of equipment and minor renovations. The two clinics had 1244 adult and paediatric patients on treatment by the end of 2004.



- During the year, FPD has also been involved in developing capacity to support HIV care. Numerous training courses have been presented across Southern Africa, aimed at ensuring that all health care professionals and managers in the public and private sector have the required skills to provide and manage comprehensive HIV/AIDS care. To date, approximately 8,200 health care professionals have been trained in the clinical management of HIV/AIDS since September 2001.
- An HIV mapping project, supported by Eskom, has been initiated with a view to identifying all

organisations involved in HIV care in the Tshwane region, creating awareness among these organisations of who is providing what services, and estimating to what extent these services meet the anticipated demand.

## 8.2 Violence and Injury Prevention

In 2003, FPD adopted Violence and Injury Prevention as a second signature initiative of the organisation. During 2004 FPD, in collaboration with UNISA and the MRC, commenced with the organisation of the 8<sup>th</sup> World Conference on Injury Prevention and Safety Promotion, which is due to take place in South Africa in 2006.

FPD has also played an active role in advancing the establishment of the International Society for Violence and Injury Prevention (ISVIP). This society was launched at the 7<sup>th</sup> World Conference on Injury Prevention and Safety Promotion in Vienna, Austria in June 2004 and the Executive Director of FPD serves on the Advisory Board of the society.





# Research and Academic

## Research and Academic Outputs

Research and academic output is measured against activities in the following focus areas:

### Research Projects

FPD in 2004 initiated the following research projects:

- i. A study on the impact of the HIV clinical management training course on knowledge, attitudes and skills of primary care providers. The study targeted 1500 course participants. The results of this study will be presented at the 2<sup>nd</sup> South African AIDS Conference in 2005.
- ii. A study to map HIV facilities in the Tshwane region of Gauteng that aims to answer the following questions:
  - What services are required for people living with AIDS (PLWAs) in the Tshwane region?
  - Who is providing such services?
  - To what extent do such services meet anticipated demand?
- iii. A study on the needs of General Practitioners for Continuous Professional Development in South Africa. (see details under Academic Programme Department report)

### Conference participation

The following abstracts, submitted by FPD staff, were presented at peer reviewed conferences:

- I. *Rapidly developing capacity at primary care level to provide ARV therapy.* Oral poster presentation by Dr GG Wolvaardt at the 15<sup>th</sup> International Aids Conference, held in Bangkok, July 2004.
- II. *Global consensus: Strategy on scaling up access to Antiretroviral Therapy.* Oral poster presentation by Mrs Kathy Dennill at the 3<sup>rd</sup> International Multidisciplinary Health Care Conference, held in Gauteng, March 2004.

### Industry reports

An industry report was developed for Atlantic Philanthropies entitled *Mechanisms to recruit national and international clinicians for the South African public health care sector.*"

# Faculty Members

## Faculty Members

FPD employs a model which uses contracted faculty members, thus acquiring access to the best in the field. Most of the FPD department heads also act as faculty members.

Each FPD course has more than one expert facilitator assigned to it. Depending on the demand for each course and the venue where it is offered, the number of participating faculty members will differ per course.

The FPD faculty members comprise Clinical and Management course experts.

The breakdown of faculty qualifications is as follows:

- Doctoral Qualifications
- Masters Qualifications
- Honours (list these as per graph)
- Bachelors

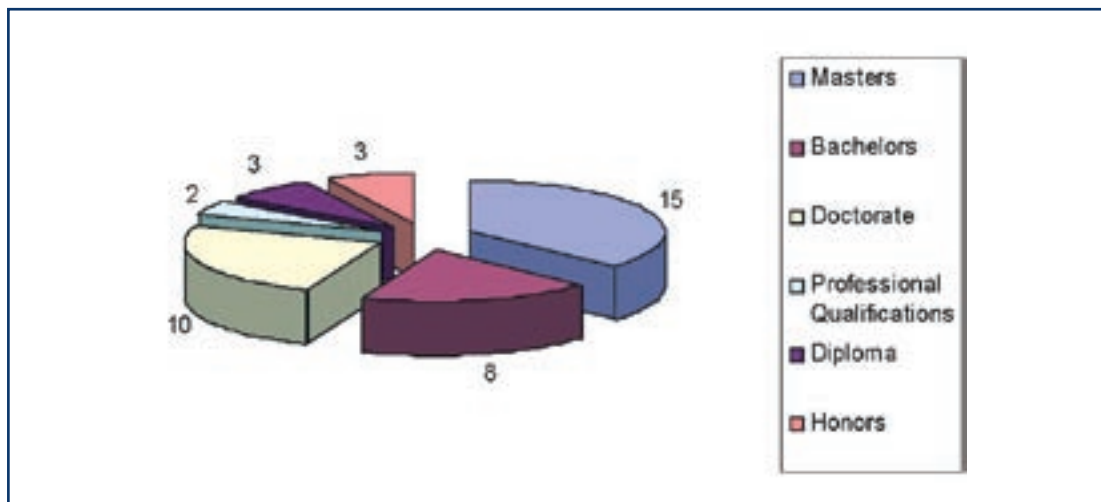


Figure 12: Business Courses

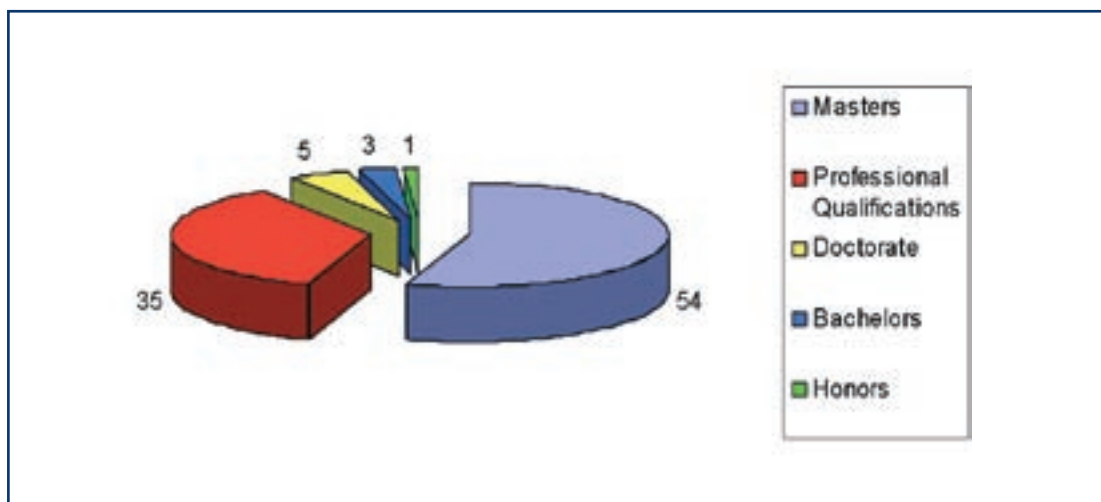


Figure 13: Clinical Courses



# Contact details

## Contact details

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**Facsimile** +27 12 481 2083/2116

**Website** <http://www.foundation.co.za>



# *Enquiries* **Enquiries**

For enquiries or more information regarding FPD and the courses offered, contact:

## **All Management Programmes:**

Contact Person: Annaline Maasdorp  
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Fax number: +27 12 481 2083  
E-mail address: [annalinem@foundation.co.za](mailto:annalinem@foundation.co.za)

## **Clinical Skills Development Programmes:**

Rheumatology, Obesity, Mental Health, Diabetes Mellitus, Anaesthesiology Refresher course, Clinical Trial course, Asthma, Cardiovascular, and Tuberculosis

Contact Person: Zukie Luwaca  
Contact number: +27 12 481 2101/76  
Fax number: +27 12 481 2083  
E-mail address: [zukiel@foundation.co.za](mailto:zukiel@foundation.co.za)

### **Irritable Bowel Syndrome**

Contact Person: Thuli Dubazana  
Contact number: +27 12 481 2089  
Fax number: +27 12 481 2083  
E-mail address: [thulid@foundation.co.za](mailto:thulid@foundation.co.za)

### **HIV/AIDS Management for doctors and professional nurses, Starting a successful practice and Severe sepsis management**

Contact Person(s): Sinovia Hannam / Thuli Dubazana  
Contact number: +27 12 481 2029/89  
Fax number: +27 12 481 2083  
E-mail address: [sinoviah@foundation.co.za](mailto:sinoviah@foundation.co.za)  
[thulid@foundation.co.za](mailto:thulid@foundation.co.za)

## Practice Support Staff Programmes:

Essence of caring, Coding, Medical terminology and anatomy and Debt collecting

Contact Person(s): Pepe Mchiza or Zukie Luwaca  
Contact number: +27 12 481 2101/76  
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zukiel@foundation.co.za

## Distance Education Programmes:

Rheumatology, Optometry, Practice Pathology, Mental Health and Urinary Incontinence, Professional Driver's permit, and Epilepsy

Contact Person(s): Pepe Mchiza or Zuki Luwaca  
Contact number: +27 12 481 2101/76  
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zukiel@foundation.co.za

Medical Ethics and Dental Ethics

Contact Person: Sinovia Hannam  
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Distance Practice Management Programme

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Dispensing course

Contact Person: Melany Manoharum  
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