

2023

REPORT



VISION, ISSION, ISSION & VALUES Health Sciestablished of education

Health Science Academy is a wellestablished and accredited provider of education and training in the South African healthcare sector. It is a private company fully owned by the Foundation for Professional Development and registered with the South African Pharmacy Council.

Health Science Academy focuses on the private education and training of adults. It is also registered with LG SETA, Services Seta, HW SETA and TETA.

Health Science Academy has established an infrastructure and quality control function to meet standards required by the South African Qualification Authority (SAQA).



VISION

Health Science Academy will be recognised as the education provider of choice in the healthcare sector, committed to excellence in education to build a better society.

VALUES

- Respect: We create a positive and productive environment that embraces and fosters diversity among people and of ideas.
- **Integrity:** We adhere to high standards of ethical and professional conduct reflected in honesty, openness, fairness and trust.
- Creativity: We improve by encouraging new ideas, supporting imagination and promoting an entrepreneurial spirit to stimulate discovery and foster innovation, to ensure more effective learning and leadership.
- **Excellence:** We provide excellence in learning and service by meeting academic and professional standards and by continuously seeking improvement and growth for all learners.
- **Teamwork:** We celebrate the strengths and contributions of others that lead to synergistic relationships and optimum results.

MISSION

Health Science Academy is a professional educational partner in the healthcare sector that provides solutions designed to educate, inspire and develop individuals to their full potential.

In support of this we are committed to

- developing previously disadvantaged individuals
- addressing the needs of individuals by providing training at all levels that adheres to the highest national and international standards
- ensuring that training and education fulfils the requirements of the National Health, Education and Human Resource Development policies

Through

- a professional association with universities, organisations and policy makers
- learnerships, short training courses, continuing professional development programmes, distance learning, and training for qualifications
- creating a caring and supportive environment in which the knowledge and dignity of learners will be enhanced.



If you can imagine it, you can achieve it. If you can dream it, you can become it. - William Arthur Ward





HESSAGE FROM THE CEO

Due to the challenges that the COVID pandemic have provided, we had to find an alternative way to deliver education and training to learners. Our aim was to make sure that nobody was left behind and that support to learners remained at a very high level.

An important question remains. After learners have achieved their new qualification through hard work, what do they need to do to make a success of their future?

A good education is a foundation for a better future and a qualification is already the first step on the road to success.

John Maxwell said that there is not much difference between successful and unsuccessful people. The only difference is their desire of successful people to reach their potential.

Therefore, we learn that: Hard work + Dreams + Dedication = Success

There are no secrets to success. It is the result of preparation, hard work and learning from failure, when things do not go as planned.

Some people only dream of success, while other people get up every morning and

make it happen. Success is the sum of small efforts, repeated day in and day out.

Forbes, a global media company, focusing on business, investing, technology, entrepreneurship, leadership, and lifestyle says that to be successful, it will help to remember the following:

• Be successful at the simple, before proceeding to the complex

Nobody will trust you with a complex task until they see you perform well with a simple one. It is a test you need to pass. Show off your talents later, after you have proven your ability to deliver.

Build a relationship with your manager

Your manager has enormous influence over your ability to succeed, thrive, and advance in the company. Establishing a strong, productive working relationship with him or her is the single most effective way to achieve success in any organisation.

• Display a positive attitude

Attitude is everything. Showing up at work every day with a positive attitude is probably one of the greatest things to start your career on a good footing.



People prefer to work with someone who is upbeat, supportive, enthusiastic and ready to learn. Nothing will derail a career faster than getting labelled as a complainer who is negative, resistant, cynical and unwilling.

"Can-do" must be your middle name.

• Adopt a learning mindset

Take the time to learn the what, why, and how of the workplace. Ask questions when stuck or unsure. Admit to, correct and learn from any mistakes you make along the way.

• Establish a strong work ethic

Work ethic refers to how an employee approaches their work. A strong work ethic shows that the employee takes the job and the organisation's priorities seriously. It is about quality and commitment.

Be consistent in your work and behaviour. A trustworthy employee committed to quality is an employee worth keeping and promoting.

Have a professional appearance

Whether we like it or not, human beings place a great deal of importance on appearances—both in person and virtually. Physical and virtual appearances must reflect that you respect yourself, your job and your organisation. Dress well and look after your virtual appearance on social media. The old saying "dress for the job you want, not the job you have" is still relevant.

• Go the extra mile

The reality of the workplace is that employers notice, appreciate and promote those who work harder than the person next to them.

Offer to help out and get involved in extra projects whenever possible. The manager will notice and appreciate dedication and commitment.

In conclusion, keep working hard and be assured that Health Science Academy is committed to support all learners towards many future successes.

May I also take this opportunity to thank the staff of Health Science Academy for their continued and selfless work to assist learners to achieve their goals. This includes both the office staff in Pretoria as well as all our provincial co-ordinators, facilitators, assessors and moderators.

Laetitia Crause

M. Pharm, AHMP (Yale/FPD)



BACKGROUND

COMPANY HISTORY

Health Science Academy has developed from the products and reputation established by Technipharm, first started in 1990. Technipharm was at the forefront of providing specialised training required by pharmacists in the pharmaceutical industry, and a range of courses were developed and presented in this field. Health Science Academy was later bought by Innovex SA, a subsidiary of Quintiles Inc., and Innovex SA continued to build on the company's core business.

In 2005, Health Science Academy was bought by the Foundation for Professional Development (FPD), a private institution of higher education, established at the end of 1997 with the purpose of providing a comprehensive range of education products and research, tailor-made to the needs of the healthcare sector.

ACCREDITATION

Health Science Academy is accredited as a provider of training for pharmacist's assistants by the South African Pharmacy Council. In addition, Health Science Academy is an accredited provider with HWSETA, LGSETA, TETA and Services Seta.

Health Science Academy has established an infrastructure and quality control function to meet standards required by both the South African Qualifications Authority (SAQA) and the South African Pharmacy Council (SAPC).

COURSES



Programmes are designed to satisfy the educational needs of specific groups and to address topics and subject matter which is pertinent mainly to the practice of pharmacy and to the health sciences as well as business practices.

The method of delivery includes attendance courses, distance learning and in-service learnships.

All courses are designed to enhance the level of knowledge and skills of students and to prepare them for a greater degree of responsibility and to ensure an effective career path in their chosen field.

Training and education products currently available to learners include:

PHARMACEUTICAL INDUSTRY

- Regulatory affairs for pharmacists and assistants
- Professional development programme for healthcare professionals (16 modules)
- Quality Management Systems and GMP (13 modules)
- SPEL programme for the training of front shop assistants
- Skills programmes for pharmacy support personnel

HEALTHCARE PROVIDERS

Dispensing

For persons authorised to dispense medicine in terms of Act 101 of 1965 such as doctors and nurses

Immunisation and injection technique

PharmEd

An electronic portal that provides CPD modules to pharmacists aimed to improve their knowledge and skills in practice management

 Occupational health – audiometry, spirometry and vision.

LEARNERSHIPS

- Pharmacist's assistant Basic (NQF 3)
- Pharmacist's assistant Post Basic (NQF 4)
- FETC: Generic management (NQF 4)
- FETC: Business Administration (NQF 4)
- New ventures (NQF 2 and 4)
- FETC: Supply chain management (NQF 5)

SOFT SKILLS

Several courses are available for all learners that need to upskill and increase their knowledge of business and personal skills.

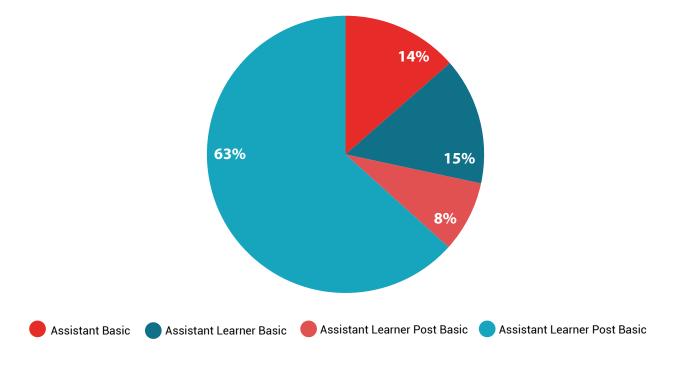


STATISTICS PHARMACIST'S ASSISTANT STATISTICS IN SOUTH AFRICA

Pharmacist assistants play a vital role in the ever-changing pharmacy landscape, and the training of versatile, knowledgeable pharmacy support personnel has become increasingly important.

Due to various factors, like the ageing of the South African population, and the increased need for pharmacotherapy, the demand for qualified pharmacist assistants is growing, and will continue to do so in the coming years. In figures, Health Science Academy has trained over 6 500 learners in the past 3 years.

According to the South African Pharmacy Council there were 27 411pharmacist's assistants registered with the Council as of September 2023, of which 17 361 were qualified post basic pharmacist's assistants.

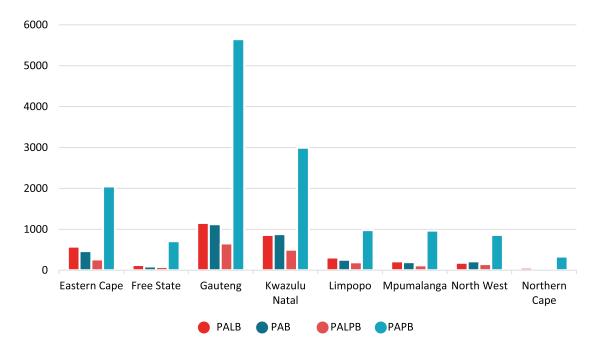


Pharmacist's Assistants registered with the SAPC September 2023



Of the learners registered in September 2023, 4057 were on the learner basic level, and 2275 were on learner post basic level. The majority of assistants are registered in Gauteng province. The table below shows the number of assistants per province, per category as registered with the SAPC.

Province	Assistant Learner Basic	Assistant LearnerPost Basic	Assistant Basic	Assistant Post Basic	Total
Eastern Cape	574	263	468	2047	3352
Free State	127	80	89	710	1006
Gauteng	1157	653	1125	5649	8584
Kwazulu Natal	863	502	883	2997	5245
Limpopo	311	193	254	979	1737
Mpumalanga	215	116	198	966	1495
North West	179	148	215	861	1403
Northern Cape	60	22	44	333	459
Unknown	17	5	19	145	186
Western Cape	554	293	423	2674	3944



PALP = Pharmacist's Assistant Learner Basic | PAB = Pharmacist's Assistant Basic | PALPB = Pharmacist's Assistant Learner Post Basic | PAPB = Pharmacist's Assistant Post Basic

Pharmacy facilities have increased since 2022 from 5134 to 5373 pharmacy facilities regis-

tered with the SAPC in September 2023. This includes retail as well as institutional facilities.



FINANCES

The final annual financial statements for 2022 have been signed off by both the HSA directors as well as our registered auditors, Nexia SAB&T. These annual financial statements have been audited in compliance with the applicable requriements of the Companies Act 71 of 2008.

Their statement reads as follows:

We have audited the financial statements of Health Science Academy Proprietary Limited set out on pages 8 to 30, which comprise the statement of financial position as at 31 December 2022, and the statement of comprehensive income, statement of change in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Health Science Academy Proprietary Limited as at 31 December 2022, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and the requirements of the Companies Act of South Africa.

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. The basis presumes that funds will be available to finance future operations and that the realisation of assets and settlements of liabilities, contingent obligations and commitments will occur in the ordinary course of business.



REFERENCE:

The South African Pharmacy Council (2023). Statistics: Assistant By Province - 07 September 2023. [online] www.https://pharmcouncil.co.za. Available at: https://interns.pharma.mm3.co.za/Statistics

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