



**DISCOVERY**

**FOUNDATION**

**AWARDS 2023**

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# /The Discovery Foundation's investment

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Set up in 2006 | **R307 million invested**

The Discovery Foundation has awarded R307 million in grants towards medical education and healthcare excellence.

Set up in 2006 as one element of Discovery Limited's Black Economic Empowerment transaction, the *Discovery Foundation*, an independent trust, aimed to invest R150 million in grants that were geared towards the education and training of 300 healthcare specialists over a period of 10 years. South Africa is experiencing a critical shortage of healthcare resources. The grants disbursed by the Discovery Foundation Awards aim to address this challenge by training specialists for rural areas, developing academic medicine and research centres and increasing the number of sub-specialists in the country to adequately meet the country's healthcare needs. The target has since been revised to investing R300 million to train 600 healthcare specialists by 2026.

*Over the past 17 years, the Discovery Foundation surpassed expectations and invested more than R300 million in grants to support academic medicine through research, development and the training of medical specialists in South Africa.*

These grants include scholarships, bursaries, research fellowships and support for teaching and research institutions. The Discovery Foundation Awards honour and reward excellence in our country's healthcare sector.

South Africa has a great medical legacy of research, invention and technological innovation – we were the first country to show the world how to do heart transplants and we invented the CAT scan, which is used worldwide. South Africa is home to talented medical experts, outstanding academic institutions and excellent private healthcare services. Even so, the majority of South Africans are unable to afford anything more than the most basic healthcare services and the facilities they depend on are often overburdened, understaffed and underfunded. The Discovery Foundation is committed to making a contribution to the future health and wellbeing of all South Africans to ensure affordable, quality healthcare is accessible to all.

Through the considered interventions of the Discovery Foundation in the healthcare industry, we believe we can bring quality healthcare infrastructure and services within reach of many communities who have previously not had access, while keeping the high standards of our country's private healthcare system and safeguarding our legacy.

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# /Understanding the challenges in our healthcare sector

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Set up in 2006 | **R307 million invested**

## South Africa needs more medical skills.

To understand the key areas of concern and need in South Africa's healthcare sector, the Discovery Foundation commissioned in-depth independent research. The aim of the research was to understand what medical skills and expertise are needed to give disadvantaged communities access to better healthcare – and what steps are needed to keep those skills and develop them further.

**/01**

South Africa does not have enough skilled medical professionals in all areas of healthcare to meet its people's needs.

**/02**

The country is not training enough people to address the gaps, although government is starting to address this issue.

**/03**

Medical education is a long and expensive process, so it is not possible to use quick fixes to address the problem.

**/04**

There are not enough skilled and experienced specialists to teach medical skills.

**/05**

Medical skills are concentrated in urban areas and medical specialists are leaving the rural areas where they are most needed.

**/06**

There are several environmental issues – such as working and living conditions – that contribute to these problems.



# /Discovery Foundation Award categories

Set up in 2006 | **R307 million invested**

Awards to benefit academic medicine,  
rural healthcare, sub-specialist training,  
service delivery and innovation.

Each year, for doctors working in the public healthcare sector, the Discovery Foundation gives five different awards to outstanding individual and institutional awardees.

## /01

The Discovery  
Foundation  
**AWARDS 2023  
OVERVIEW**

## /02

The Discovery  
Foundation  
**MGH AWARD**

## /03

The Discovery  
Foundation  
**ACADEMIC  
FELLOWSHIP  
AWARDS**

## /04

The Discovery  
Foundation  
**SUB-SPECIALIST  
AWARDS**

## /05

Discovery  
Foundation  
awards for  
healthcare in  
**RURAL AND  
UNDERSERVED  
AREAS**





# /The Discovery Foundation Awards 2023

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The Discovery Foundation is an independent trust with a clear focus to strengthen the healthcare system by ensuring that more people have access to specialised healthcare services.

Since its inception in 2006, the Discovery Foundation has invested over R307 million in grants to support academic medicine through research, development and the training of medical specialists in South Africa.

## **Black Economic Empowerment (BEE) mandate**

Discovery Limited established the Discovery Foundation as an independent trust aimed at strengthening the healthcare system. While the Discovery Foundation's aim is to give more South Africans access to specialised healthcare services in places where it is needed most, it also has an obligation to promote transformation in this area. In other words, to meet the BEE legislative requirements for socioeconomic development. The Discovery Foundation will ensure that, wherever possible and across all grants together, at least 75% of its beneficiaries are black people or that at least 75% of its total financial support goes to black people to further their studies or to benefit from the undertaking of certain socioeconomic development activities.

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# /Discovery Foundation Massachusetts General Hospital Award

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Set up in 2006 | **R307 million invested**

The Discovery Foundation MGH Fellowship Award is aimed at helping to develop the next generation of leaders in academic and clinical medicine in South Africa.

## Moulding the next generation of leaders in academic medicine

This Discovery Foundation Award was first introduced in 2013 in partnership with the prestigious Massachusetts General Hospital (MGH). MGH is a clinical service and biomedical research facility and is the largest teaching hospital of Harvard Medical School based in Boston in the United States.

The Discovery Foundation MGH Fellowship Award is aimed at helping to develop the next generation of leaders in academic and clinical medicine in South Africa. The award provides support for mid-career clinical specialists committed to pursuing a career in academic medicine through a fellowship programme that links medical scientists based at South African medical schools, with leaders in clinical science at this world-class medical institution in the United States.

## Details of the grant

The grant enables a talented specialist clinician and aspiring leader to experience the specialist clinical service and research environment at MGH and to conduct cutting-edge clinical research in collaboration with colleagues at the hospital.

The Discovery Foundation MGH Fellowship Award is valued at R2.3 million over a one-year period. It gives recipients an opportunity for a medical residency at Massachusetts General Hospital for face-to-face supervision and to gain exposure to the hospital's research environment.

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**Please note:** The Discovery Foundation will not be awarding the MGH Award in 2023/24.

# /The Discovery Foundation Academic Fellowship Award

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*This award may also go towards funding a fellowship in clinical medicine.*

## Purpose

The awards aim to promote research-focused training in academic medicine in South Africa and to develop more clinician scientists to benefit healthcare in South Africa.

In 2022/23 there is only one category of academic fellowship award available to medical specialists:

- The PhD award for research towards a doctoral degree.

During the term of the award, the academic fellow may use the grant to support a period of structured, research-focused time at a research centre abroad.

## Details of the grant

Funding will offer the successful applicants the opportunity to undertake a period of full-time study and research towards doctoral degrees.

01 | The PhD award provides funding of R800,000 for support to clinicians starting doctoral research.

Applicants are encouraged to seek opportunities for additional funding through other sources if necessary.

## Selection criteria

- Applications are invited from qualified clinical (medical) specialists who wish to pursue research towards a doctoral degree.
- Preference will be given to applicants who work on full-time research. However, limited clinical work in an academic setting is also acceptable.
- Consideration will only be given to those applicants who present clearly defined research projects that have the support of the host institution.
- Evidence should be provided of the value of the proposed research and its application to teaching, knowledge generation and development in the field of clinical medicine and public healthcare.

## Application process

- The applicants must have South African citizenship or permanent residency and must reside in South Africa at the time of submitting an application.
- Applicants must submit the following documents:
  - A 300-word summary that outlines how the research will benefit the applicant, the host university, the health system and the country as a whole
  - A full curriculum vitae outlining previous experience in teaching, research, clinical service, or health management and leadership
  - A full budget breakdown, without which the application will be disqualified
  - A 300-word summary of the research proposal
  - A letter of support from the host institution or from the head of the department.
  - HPCSA registration number, if applicable
  - If relevant, a letter of acceptance from the overseas institution

**Please note:** Shortlisted applicants must be available for an interview, if required.

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## Terms of funding

- If funding is used to support research at an institution abroad, successful applicants are expected to return to South Africa on completion of the research.
- For those engaged in full-time doctoral research, the funds are intended as a salary to enable recipients to focus on their research, free of clinical duties.
- In the case of medical specialists who wish to pursue research towards a Doctoral degree part-time, the funds may be used for research, research-related support such as travel, time off clinical duties, and data personnel.
- All recipients are expected to work in the public sector for at least two years after completing their research or degree.
- Payments will be made in portions dependent on progress and an amount of up to R20,000 will be withheld and only be payable on confirmation of completion of the degree.
- Recipients who do not complete the course of study or publish research for which they received funding may be required to refund some or all of the funds to the Discovery Foundation.

## Reporting

- Successful applicants are required to report on their progress twice a year and to submit narrative and financial reports at the end of the grant period.
- Payments will depend on the timely submission of satisfactory narrative and financial reports.

**Closing date: 23 October 2023**



# /The Discovery Foundation Sub-specialist Awards

*The Discovery Foundation Sub-specialist Awards aim to contribute to human resources for clinical and academic medicine by supporting further sub-specialist training, research and development in health faculties in South Africa.*

*In so doing, these awards contribute towards the research endeavours of the host departments of the recipients and to academic medicine as a whole.*

## Details of the grant

The award contributes to the salary of trainees in existing and accredited sub-specialist training programmes.

The Foundation will fund two-year and three-year sub-specialties, as per the list provided by the HPCSA. The Foundation will contribute R1.1 million per year, and up to R2.2 million over two years.

## Selection criteria

- The applicant must be registered as a Specialist at the time of their application.
- Preference may be given to applications for research support from disciplines with a shortage in the healthcare system, as well as disciplines that can be practised in rural settings and that have been accredited by regulatory authorities.
- Preference will also be given to an applicant who has already been identified by a host institution as a fellow eligible for sub-specialist training.
- Institutions to support applications for HPCSA-accredited sub-specialist training that is preferably in areas of particular need.

- The grant is not taxable and the universities should not deduct administrative or overhead costs.

The Discovery Foundation may consider applications for disciplines that fall outside of the HPCSA accredited sub-specialist training.

- Those who are already in a funded sub-specialist post (for example, a State-funded post) are not eligible for this Award.
- Applicants must disclose if they have co-funding from other sources for the post, for example, from the province.
- Recipients will be expected to comply with all the requirements for sub-specialist qualification.
- If possible, the application should include a guarantee from the candidate's home institution to create a two-year position for the candidate upon the completion of training.

## Application process

All applications must include letters of support from both the relevant department and the dean of the faculty. Each institution is also required to indicate the number of applications being submitted, with the respective discipline areas.

- Preference will be given to applications underpinned by structured inter-institutional partnerships that indicate a process through which trainees will acquire skills at an established unit that can be transferred to their home institution.
- Institutions must give attention to recruiting trainees included in the scope of Black Economic Empowerment.
- Faculties may apply for these awards in different disciplines.

## Terms of funding

- The grant will be paid, in portions, directly to the hosting university faculty of successful applicants.
- The funds will be awarded over two years and will contribute towards the salary of the selected academic fellow.
- Funding is available for awarding up to four fellowships each year.
- Under exceptional circumstances, the Discovery Foundation will consider making part of the award available for purposes other than a salary. In such cases, the relevant faculty or host department must indicate reasons for the change and how the funds will be used.

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- The host institution and academic fellow will be required to enter into an agreement with the Discovery Foundation to formalise the terms of funding.

Recipients who fail to complete a programme for which funding has been received may be required to refund some or all of the funds to the Discovery Foundation.

### Reporting

- The host institution and the academic fellow are required to send written progress reports after the first year and a final narrative and financial report on completion of the two-year period.
- Payment of the second portion of funding depends on submitting a satisfactory progress report after the first year.

**Closing date: 23 October 2023**



# /The Discovery Foundation Awards for healthcare in rural and underserved areas

*The Discovery Foundation aims to address the shortages and quality of healthcare in rural and underserved areas in South Africa. It does so by providing grants to senior doctors, registrars in training, and specialists in family medicine and other major clinical disciplines that deliver and support healthcare services in rural and underserved areas.*

*The Discovery Foundation also focuses on building the capacity of institutions and supporting institutional partnerships through direct institutional awards.*

*The rural and underserved areas award category within the context of the Discovery Foundation encompasses a wider definition of rural, and includes underserved facilities and doctors working in underserved facilities and not only applicants in rural clinics and district hospitals. Eligible applications in these categories therefore include those from rural clinics and district hospitals and the doctors working in rural clinics and district hospitals, as well as doctors working/studying at tertiary hospitals or facilities that are in underserved areas or serving rural communities, but are not necessarily based within rural communities, in other words, previously disadvantaged institutions (PDIs).*

## The grant

Awards are made in three main categories:

- Individual Awards
- Institutional Awards
- Distinguished Visitor Awards

## 01 | Individual Awards

These awards support the training and development of specialists in rural and underserved areas, and for senior doctors practising in these areas. There are two groups of awards: awards for registrars (MMeds) and awards for senior medical doctors.

- Awards of up to R25,000 provide research support for registrars in family medicine and disciplines related to providing specialist services in rural and underserved areas.
- Awards ranging from R250,000 to R500,000 support senior medical doctors who work in rural and underserved areas. These awards enable recipients to take sabbatical leave or unpaid leave of three to six months to undertake training, conduct research or take part in other development activities.
- The award for senior medical doctors is also open to senior medical doctors who are **not** based in rural or under-resourced areas, who apply to take *a sabbatical for providing research guidance, research mentorship and transfer of research skills to rural hospitals.*

- Applications to support PhD studies will not be considered in this category as they fall under the Academic Fellowship Awards.

## 02 | Institutional Award

This award aims to help improve the quality and delivery of healthcare through support for capacity building.

A one-year grant ranging from R250,000 to R500,000 is given to an institution that supports training and capacity development for healthcare in rural and underserved areas.

Institutions may apply for grants ranging from R250,000 to R500,000.

- Applications that do not include a detailed budget will be disqualified.

## 03 | Distinguished Visitor Awards

Grants of up to R250,000 are awarded to institutions providing services to rural and underserved communities through experienced clinicians (retired or still in active practice) who can provide clinical guidance and mentorship for healthcare in rural and underserved areas. In each case, the institution will secure an agreement with the receiving health service and use the funding to support such visits.

## Selection criteria

### 01 | Individual Awards

#### *Registrars*

Applications are invited from registrars in relevant medical specialist training and from registrars in training in family medicine who have a demonstrated commitment to a future career in healthcare practice in rural areas.

Evidence of how the training will be applied in practice will guide the selection.

#### *Senior medical doctors*

Applications are invited from senior medical doctors (including specialists) who have been practising in rural and underserved areas for more than five years.

Applications should include a motivation for the sabbatical leave, with a programme of work to be undertaken during the proposed period.

The host institution must provide a letter of agreement to host the successful applicants and a commitment to support the proposed work.

The award for senior medical doctors is also open to senior medical doctors who are **not** based in rural or under-resourced areas, who apply to take *a sabbatical for providing research guidance, research mentorship and transfer of research skills to rural hospitals.*

### 02 | Institutional Award

Applications are invited from facilities that provide support for healthcare capacity development in rural and underserved areas.

Applicant facilities must be linked to an academic institution and provide evidence of a formal partnership.

Requests for support should focus on education, training and development activities that can strengthen individual and institutional capacity.

### 03 | Distinguished Visitor Awards

Applications should be made by the institution that has secured the services of an experienced clinician and should include evidence of the required service, facility or individual request for assistance, and of the visiting individual and supporting institution's commitment to comply.

All applications must be accompanied by an operational plan.

The application should demonstrate how capacity at the rural institution will be strengthened, and should not be outreach focused.

All applications should, therefore, make allowance for the potential provision of relevant resources to develop capacity of individuals and the institution as a whole.

## Application process

### 01 | Individual Awards

Applicants for individual awards must have South African citizenship or permanent residency and must reside in South Africa at the time of submitting an application.

Registrars applying for a grant must provide formal evidence of acceptance for study, and a letter of support for the application from their academic institution.

Senior medical doctors applying for support during a sabbatical must provide a written commitment from the academic institution that will host them or with which they will be associated.

Applicants should provide details of the institution of both applicant and supervisor.

Each applicant must complete the relevant application form.

**Please note:** Shortlisted applicants must be available for an interview, if required.

### 02 | Institutional Award

Facilities applying for this award must include a motivation from the academic unit with which they are linked.

Each applicant must complete the relevant application form.

**Please note:** Shortlisted applicants must be available for an interview, if required.

### 03 | Distinguished Visitor Awards

Applications must be made by the rural or underserved institution.

The nominated distinguished visitor in this category will not be required to hold South African citizenship or permanent residency.

Each applicant must complete the relevant application form.

Applications should provide evidence of the service, facility or individual request for assistance, and of the visiting individual and supporting institution's commitment to comply.

All applications must be accompanied by an operational plan.

The application should demonstrate how capacity at the rural institution will be increased as well as promote skills transfer.

All applications should, therefore, make allowance for the potential of developing training resources to ensure skills transfer and increased capacity at the rural institution.



## Terms of funding

- Grants for the Individual Awards will be paid in portions directly to the recipients.
- Grants for an Institutional Award will be paid as a lump sum directly to the institution or to an affiliated, registered trust or a public benefit organisation (PBO).
- Grants for the Distinguished Visitor Awards will be paid to the institution applying for the visitor's grant, to the institution where the requested visitor works, or to a registered trust or PBO associated with these institutions.
- The Distinguished Visitor Award may be used to cover salary-related costs up to R5,000 and for logistical arrangements such as travel and accommodation.
- Payments cannot be made into provincial or local government bank accounts.
- If a multi-year grant is approved, the amount of funding will be at the discretion of the Discovery Foundation.
- If a multi-year grant is awarded, payments will be made in portions subject to certain conditions being met.

**Reporting** ▪ For each award category, a detailed written progress report will be required within 12 months of receiving the grant.

- A narrative and financial report must be submitted at the end of the grant period.

**Closing date: 15 January 2024**





# /General guidelines for applicants

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- Application forms have to be completed correctly and in full. Once an application has been submitted to the Discovery Foundation, it will be considered final.
- No applications will be accepted after the closing date.
- Applicants are required to provide all the relevant documents from their academic institutions with their application form.
- Applicants must be South African citizens or have permanent residency and must reside in South Africa at the time of submitting an application (South African citizenship or residency is not required for the Distinguished Visitor Awards.)
- Preference will be given to applicants in the scope of Black Economic Empowerment.
- Preference will also be given to areas where there is the greatest need for clinical and medical research.

# /General guidelines for institutions

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- Institutions are requested to publicise the awards internally and to encourage the best applicants to apply.
- Individual faculties may send applications for fellowship posts in different disciplines.
- The number of applications from any one institution is unlimited.
- Applications must be accompanied by letters of support from the relevant host institution.
- The letter of support should preferably be from the dean and should also state the number of applications from the institution.
- Preference will be given to partnerships between medical schools where trainees will acquire skills at an established unit and be transferred to their home institution at the end of the training period.
- Although the number of applications from any one institution is unlimited, institutions are encouraged to align the requests for support to the needs of academic medicine and the health system.



# /The trustees of the Discovery Foundation



*Dr Vincent Maphai/*

**Chairperson of the Discovery Foundation**

Dr Vincent Maphai is currently board chair of Sibanye-Stillwater, Discovery Life and Discovery Insure, as well as Stadio Holdings. Until 2018, when he retired from full-time work, he was a visiting professor at Williams College in Massachusetts. His academic career spans two decades: he taught at various universities both locally and overseas and provided consulting services to several blue-chip companies on many HR issues. He was also a research executive director of social dynamics at the Human Sciences Research Council (HSRC) for three years. His expansive career in corporate includes serving as the chairperson of BHP Billiton SA and, before this, he served as corporate affairs director of the South African Breweries (SAB) and non-executive chair of Castle Brewing Namibia. He has served on various boards of companies as executive chair, including the SABC, the Presidential Review Commission, and the South African Responsible Gambling Trust.



*Bernadette Moffat/*

**Executive Director of ELMA Philanthropies Africa (Pty) Ltd**

Bernadette Moffat is Executive Director of the ELMA Philanthropies Services (Africa) (Pty) Ltd, based in Cape Town, South Africa. In this role, Bernadette oversees the philanthropic work of the ELMA Group of Foundations in 10 countries in Southern Africa. She also serves on the Boards of the ELMA Philanthropies Services (US) Inc, and the ELMA South Africa Foundation.

Prior to joining ELMA in 2006, Bernadette was chief executive officer of the Women's Development Bank Trust, an organisation that promotes the participation of women at all levels of the economy through investing in leading South African companies, providing microcredit to poor rural women, supporting the growth of small and medium women-owned businesses and supporting the appointment

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*The trustees of the Discovery Foundation have been elected independently to ensure that the Discovery Foundation is transparent and independent. They are responsible for ensuring that the Foundation delivers on its goal of contributing to healthcare in South Africa. In consultation with experts, they review all applications and decide on the appropriate grants and funding.*

of women to executive and board roles in major South African companies. She has served as non-executive director of the Bidvest Group Limited and Advantage Asset Managers (Pty) Ltd.

Bernadette has international experience as an entrepreneur and corporate lawyer. Previously, she served as a consultant to the Commission on Gender Equality, advising them on issues of women's economic empowerment. The Commission published her work *The Working Woman's Manual*, a volume on women and labour law in South Africa (1996). Honored by France with the Ordre du Mérite in 2007, she holds a magna cum laude BA degree from Wellesley College in the United States and a Juris Doctor from Columbia University, also in the United States.

# Trustees



*Dr Maurice Goodman/*  
**Chief Medical Officer at Discovery Health**

Dr Maurice Goodman joined Discovery in 1998 and is currently responsible for the health profession strategy area at Discovery Health. As such, he is responsible for all aspects of Discovery's interface with medical and dental specialists, GPs and other healthcare professionals. After obtaining a medical degree from the University of the Witwatersrand, Dr Maurice Goodman worked for several years in emergency medicine and trauma surgery. After completing an MBA, he headed up the Southern African healthcare practice of a leading international consulting organisation before moving into the healthcare funding industry. After a two-year spell as a divisional director of a major healthcare funder, Dr Maurice Goodman joined Discovery. He also represents the Wits Postgraduate School of Business on the convocation executive committee at the University of the Witwatersrand.



*Prof Roseanne Harris*  
**BScHons FIA CFP® FASSA**

Prof Roseanne Harris is Health Policy Actuary with Discovery Health and an adjunct professor in the School of Statistics and Actuarial Science at the University of the Witwatersrand. She is also the immediate past president of the International Actuarial Association.

Prof Harris has over 28 years of experience in the South African healthcare and employee benefits field. Her current role involves industry engagement at a high level including with regulators, government, civil associations, industry bodies and supranationals. She has participated in the Nedlac engagements on National Health Insurance (NHI) as well as presenting evidence and analysis to the Health Market Inquiry (HMI) of the Competition Commission. She was a member of the B4SA funding workstream working on the vaccine rollout programme in 2021/22 and a member of the COVID-19 working group of the Actuarial Society of South Africa.

Prof Harris served as the President of the Actuarial Society of South Africa for 2016/7 and was previously chair of the healthcare committee and NHI task team. She is a regular presenter at industry events and has published papers on topics including disease management, social security and ethical decision-making.



*Prof Marian Jacobs/*  
**Discovery Foundation Trustee**

Prof Marian Jacobs is an Emeritus Professor of Paediatrics and Child Health at the University of Cape Town (UCT). After obtaining her medical, paediatrics and public health degrees, Prof Marian Jacobs, who is passionate about children, worked as a public health paediatrician and held several academic posts at UCT as lecturer, associate professor, professor and dean (2006–2012). She has played a critical role in highlighting the importance of child health as the founding director of the Child Health Policy Institute and the Children's Health Institute. Prof Marian Jacobs has been published widely in her field and has held several leadership positions in governance of national institutions, including the Medical Research Council and the Health Systems Trust in South Africa. Internationally, she has chaired the Boards of the Centre for Health Research in Bangladesh, Council on Health Research for Development (COHRED) in Geneva and Population and Health Research Center in Kenya. She continues to advise the World Health Organization, Save the Children and Doris Duke's African Health Initiative. A leader in the field of child health, Prof Marian Jacobs currently serves AERAS and the Institute for Healthcare Improvement in the United States, and KhethImpilo in South Africa.



# /Application forms

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*Application forms can be downloaded from our website and completed electronically.  
Download here: [www.discovery.co.za/corporate/discovery-foundation-awards](http://www.discovery.co.za/corporate/discovery-foundation-awards)*

*Discovery Foundation/*  
**Academic Fellowship Awards**

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*Discovery Foundation/*  
**Sub-specialist Awards**

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*Discovery Foundation/*  
**Awards for Healthcare in rural and underserved areas - Individual**

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*Discovery Foundation/*  
**Awards for Healthcare in rural and underserved areas - Institution**

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*Discovery Foundation/*  
**Awards for Healthcare in rural and underserved areas - Distinguished Visitor**

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**Discovery.** A Force for Social Good.