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**MBA MANAGEMENT RESEARCH CHALLENGE: SURVEY INTO THE HPCSA REGULATORY CHANGE
ALLOWING EMPLOYMENT OF MEDICAL DOCTORS IN THE PRIVATE HEALTHCARE SECTOR**

Dear Doctor

My name is Halima Rahmtoola. I am a final year MBA student at the Henley Business School, University of Reading. This research forms part of my MBA qualification. The research project investigates the knowledge, attitudes and beliefs of doctors practicing in the South African private healthcare sector towards the change in Regulation 18 of the Health Professions Act that was made in November 2023 by the Health Professions Council of South Africa (HPCSA). Regulation 18 deals with professional appointments, including the employment of healthcare practitioners. The change is the deletion of the requirement for HPCSA pre- approval to a healthcare practitioner accepting employment in the private healthcare sector, provided the primary aim of employment is the enhancement of the quality of healthcare services to the patient. Essentially this change allows doctors to be employed in a clinical capacity by entities not registered with the HPCSA. Examples include but are not limited to corporate entities like private hospital groups.

The broad aims of the research are to understand if the regulatory change will influence the decisions of doctors who are self-employed in the private healthcare sector to accepting employment in the private healthcare sector. To that end, the objectives are to:

1. Understand awareness and attitude to the regulatory amendment.
2. Assess whether medical doctors would consider being employed.
3. Evaluate the factors that form part of an attractive employment model or contract for the medical doctor that can guide potential employers.
4. To establish whether medical doctors believe that the employment models open opportunities for Alternative Reimbursement Models (ARMs).
5. To guide healthcare funders to create appealing ARM models.

You have been approached because you are a member of SAPPF/ASAIPA whose leadership is also interested in your views. The results of this survey will be shared with the relevant society leaders.

The insight gained through this research will enable these societies to better advise their members on this change.

I would be very grateful if you would agree to take part by completing this survey by **23rd August 2024**.

Responses are voluntary, anonymous, and confidential. Individual respondents will not be identified by name or organisation in the final report. (i.e. it is POPIA compliant).

The project has been subject to ethical review in accordance with the procedures specified by the University of Reading Research Ethics Committee and has been given a favourable ethical opinion for conduct. (Ethics Reference Number SREC-HBS-20240720-HARA5365)

The survey is completed online and will take about 10 minutes to complete. By completing the survey, you give consent for your responses to be used for the purposes of this research project.

Many thanks for your support.

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