ASSOCIATION OF MEDICAL COUNCILS OF AFRICA

2025

AMCOA CAPACITY BUILDING WORKSHOP

INTEGRATED HEALTHCARE REGULATION AND LEADERSHIP IN BUILDING RESILIENT HEALTH SYSTEMS

IMPROVING AUDIT AND RISK MANAGEMENT

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OVERVIEW

- Successes of HPCSA
- Corporate Governance
- Develop a Robust Risk Management Framework
- Foster a risk culture
- Strengthen Internal Controls
- Ensure Compliance
- Enhance Financial Reporting

- LEADERSHIP STABILITY
  - ACCOUNTING AUTHORITY
  - ACCOUNTING OFFICER
  - EXECUTIVE & SENIOR MANAGEMENT
- SOUND FINANCIAL POSITION
- 10 YEARS OF CLEAN AUDIT
- STAKEHOLDER ENGAGEMENT & SUPPORT
- ADOPTION OF INNOVATION & TECHNOLOGY
- PERFORMANCE MANAGEMENT

SUCCESSES OF HPCSA

GOOD CORPORATE GOVERNANCE

Focus on ethical leadership with the aim of ensuring robust implementation of of three elements: practices, principles, and governance outcomes as defined in King Code on Good Corporate Governance .

- ADHERENCE TO GOOD CORPORATE GOVERNANCE PRACTICES & FRAMEWORKS
- INDEPENDENT APPOINTMENT OF GOVERNANCE STRUCTURES
- CAPACITY AND CONTINUING EDUCATION FOR GOVERNANCE STRUCTURES
- TERMS OF REFERENCE FOR GOVERNANCE STRUCTURES
- STRIGENT RECRUITMENT PROCESSES FOR EXECUTIVE AND SENIOR MANAGENENT
- ROBUST DEVELOPMENT OF STRATEGY INCLUDING RESOURCE AND RISK MANAGEMENT PLAN

- ADOPTION OF BEST PRACTICE
  - COSO , ISO 31000 ,NATIONAL TREASURY FRAMEWORK
  - REVIEW & APPROVAL BY COUNCIL
  - DELEGATION OF RISK MANAGEMENT TO AUDIT AND RISK COMMITTEE (ARC)
  - APPOINTMENT OF QUALIFED TEAM REPORTING FUNCTIONALLY TO ARC AND ADMINISTRATIVELY TO REGISTRAR
  - EVALUATION AND ASSESSMENT ON A CONTINUAL BASIS
  - REPORTING TO GOVERNANCE STRUCTURES

DEVELOP A ROBUST RISK MANAGEMENT FRAMEWORK

FOSTER A RISK CULTURE

- IMPLEMENTATION OF RISK MANAGEMENT POLICIES
- CONTINOUS TRAINING AND DEVELOPMENT AT ALL GOVERNANCE LEVELS ON RISK MANAGEMENT
- RISK MANAGEMENT STANDING AGENDA OF EXECUTIVE AND SENIOR MANAGEMENT COMMITTEE
- INCLUSION OF ASSURANCE AS PART OF PERFOMANCE SCORECARDS OF ALL MANAGEMENT
- INCULCATING RISK MANAGEMENT DISCUSSION IN DAY TO DAY OPERATIONS AND DECISIONS

- **Tone at the Top**
  - champion the importance of governance, ethics, and risk management.
- **Risk Assessment – Understand the Business**
  - Multi disciplinary team with knowledge and understanding of business
- **Implementing Controls – Build from the Ground Up**
  - Segregation of Duties
  - Authorization and Approval Processes
  - Reconciliations and Reviews
  - Physical Controls
  - Automation Where Possible
- **Communication and Training**
  - Continual communication and training on importance and need for internal controls
- **Continuous Monitoring and Improvement**
  - Ongoing assessment by management and occasional review by internal and external audit
- **Document Everything**
  - Document all internal control process
- **Encourage a Speak-Up Culture**
  - encourage employees to report potential control failures, fraud, or unethical behaviour without fear of retribution

STRENGTHEN INTERNAL CONTROLS

ENSURE COMPLIANCE

- **Implementation of best practice : Generally Accepted Compliance Framework**
  - Implement written policies, procedures, and standards of conduct.
  - Designate a compliance officer and a compliance committee
  - Conduct effective training and education
  - Develop effective lines of communication.
  - Conduct internal monitoring and auditing.
  - Enforce standards through well-publicized disciplinary guidelines.
  - Respond promptly to detected offenses and undertake corrective action.

- Adoption of a financial reporting framework(International Financial Reporting Standards)
- **Ensure accuracy and transparency**
- **Strengthen internal financial controls**
  - Well-defined policies and procedures for financial operations.
  - Controls to detect and deter errors, fraud, and compliance risks
  - Regular internal audits
- **Harness advanced reporting technologies**
  - Systems for collection, processing and analysis of financial
  - Other systems assist with data consolidation and reconciliation

FINANCIAL REPORTING

- **Provide comprehensive and contextual reporting**
  - accompanying figures with explanatory notes,
  - Visual elements like graphs, charts, and comparative analyses
  - includes narratives that address the “why” behind the numbers
- **Prioritize Timely and Reliable Reporting**
  - Well-structured and consistent reporting schedule
  - Adherence to deadlines for regulatory requirements, stakeholder expectations, and internal reviews
  - Culture of punctuality within the finance team
  - Technologies with built-in reminders and workflow management capabilities streamline processes

FINANCIAL REPORTING

- **Focus on Key Performance Indicators (KPI)**
  - Presenting KPIs in a clear, actionable format
  - monitoring performance thereby driving action/performance
- **MAINTAIN COMPLIANCE WITH EVOLVING STANDARDS**
  - cornerstone of credibility in financial reporting
  - Stay abreast of changes
- **COMMUNICATE EFFECTIVELY TO TELL THE FINANCIAL STORY**
  - Numbers are the heartbeat of an organization's story
  - Translation of cold and boring financial data into clear, meaningful insights for stakeholders
  - Utilisation of graphs ,charts and other pictures to highlight important ideas to stakeholders in simplistic manner

FINANCIAL REPORTING

FINAL WORDS

INTO THE FUTURE HPCSA IS SET TO CONTINUE ON THE TRAJECTORY TO BEING A REGULATOR OF EXCELLENCE THROUGH ;

- BUILDING STRONG STAKEHOLDER RELATIONS
- HARNESSING SUCCESSFUL COLLABORATIVE TEAMS
- EMBRACING TECHNOLOGY
- CONTINUING EDUCATION AND TRAINING
- ADOPTION OF BEST PRACTICE
- CONTINUAL RISK MANAGEMENT AND MITIGATION STRATEGIES

SHUKRAN
PARAVAA ILLA
NGIYABONGA
POITTU VARÉN
ROMBA NANDRI
THOBELA
THANK YOU
NDI A LIVHUHA
KE A LEBOHA
NDZA KHENSA
ENKOSI
DANKIE
NGIYATHOKOZA
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