

**Evaluation of the Discovery Foundation:
A 10 Year Review**

**Issued by
Tshikululu Social Investments NPC**

**Date: 7 December 2015
Submission deadline: 20 January 2016**

Directors: GG Gomwe (chairman), AH Arnott (non-executive), M Diaho (non-executive),
NB Gxumisa (non-executive), TW Henry, M Ngwenya, P Rungasamy (non-executive)

Block B, Metropolitan Office Park, 8 Hillside Road, Parktown, 2193, South Africa
Private Bag X125, Braamfontein, 2017, South Africa

Telephone: +27 (0) 11 544 0300 / Facsimile: +27 (0) 11 484 5997 / Website: www.tshikululu.org.za / Email:

info@tshikululu.org.za

Tshikululu Social Investments is South Africa's leading social investment manager, providing a comprehensive service for private sector entities, including the Anglo American Chairman's Fund, the De Beers Fund and the FirstRand Foundation, undertaking comprehensive community grant making.

Tshikululu focuses on identifying and partnering with champions of social change within the education, health and social development sectors, to greatest effect.

On behalf of the Discovery Foundation, Tshikululu Social Investments NPC (hereafter referred to as Tshikululu) wishes to appoint a Service Provider to conduct a 10 Year Review on the Discovery Foundation.

These terms of reference describe the scope and basic requirements of the programme.

Background and rationale

The Discovery Foundation was established in 2006 as one element of Discovery Holding's Black Economic Empowerment transaction. The aim of the Foundation is to support the government in improving the healthcare system in South Africa by focusing on strengthening South Africa's specialist skills and public healthcare system. The Foundation aims to address shortfalls in medical training in the area of Academic Medicine in South Africa. It affords recipients the opportunity to undertake a period of full-time study and research and/or publish research or undertake research leading to publication and generally enhance his or her training in a chosen field of specialisation.

The Discovery Foundation developed a distinct, focused programme of strategic social investment to address real needs in the health sector. Based on these findings the following objectives of the Discovery Foundation were established:

- To invest at least R150 million by 2016 in training 300 medical specialists
- To train and educate medical specialists particularly in rural areas
- To develop academic and research centres
- To assist in increasing the number of previously disadvantaged graduates to become specialists
- To focus on those areas with the greatest medical need

Purpose and objective

The year 2016 sees the 10th year since the establishment of the Foundation, and an evaluation is required to assess the value-add of the programme on improving human resources for health in South Africa.

The evaluation should focus on programme achievements and answer the core questions listed below:

1. How many programme beneficiaries have become medical specialists and clinician scientists since the inception of the programme?
2. What has been the career path of each awardee been subsequent to them having been awarded the grant?
3. What has been the impact of each award category to date?
4. What is the value-add of the programme?
5. What gap is the programme filling at the moment?
6. How successful is the programme at improving Human Resources for Health (HRH) in South Africa?

Activities

The key activities of the Service Provider during this assignment will be as follows:

- Conduct a literature review of strategic documents (relating to the Foundation) to document the evolution of the Foundation's programmes and what it has been able to achieve
- Map out key stakeholders and strategic partners, and indicate when they were involved in assisting the Foundation in achieving its key strategic objectives.
- Design the evaluation methodology data collection tools (both qualitative and quantitative).
- Conduct key informant interviews and administer survey questionnaires via email and telephonically.
- Capture and verify data.
- Analyse data and prepare the report findings.
- Produce a final report, taking into account comment and feedback from the Discovery Foundation

Deliverables

- The Service Provider/s will present their proposal to trustees in February 2016.
- A project plan (or evaluation plan) should be provided to demonstrate when the key Evaluation activities will be taking place, as well as the expected delivery dates of key project deliverables
- Service Providers should also provide a budget breakdown of what they will be doing
- A profile (or CVs) of the Evaluation team should be provided along with references, and examples of previous work
- The successful Service Provider will commence the evaluation in 2016 including design, fieldwork, interviews, data cleaning and analysis, draft report and final presentation and report.
- The draft report should be submitted for presentation at the November 2016 trustee meeting, and trustees will provide comment and feedback.

Expertise required

The Service Provider should have solid knowledge and experience of working in the Healthcare Sector, and a **proven track-record** of conducting evaluations for Funders.

Role and responsibilities of Tshikululu Social Investments NPC

Tshikululu is responsible for the following:

- Providing the Service Provider with background information relating to the organisation
- A brief and an introduction of the Service Provider to the key stakeholders of the Foundation
- Provide all necessary programme documentation required by the Service Provider

Timeframes

Task	By
1. Proposals received	20 January 2016
2. Proposal assessment completed	19 February 2016

3. Project Plan	10 March 2016
4. Contracting process	15 March 2016
5. Anticipated start date of activities	4 April 2016
6. Literature Review of Strategic Documents	1 June 2016
7. Mapping out of Stakeholders and their Functions	1 July 2016
8. Completed survey and analysis	1 August 2016
9. Completed key informant interview and analysis	1 September 2016
10. Quality Assurance (Verification) and Consolidation of all analysed data	1 October 2016
11. First Draft of 10 Year Review	17 October 2016
12. Final Draft of 10 Year Review and Presentation delivered to Board	31 October 2016

Dates related tasks 4-7 will be finalised with the selected Service Provider.

Contractual arrangements

Tshikululu Social Investments is responsible for contracting the Service Provider and paying for the professional fees.

Contract award criteria

Tshikululu welcomes proposals from Service Providers or consultants who meet the requirements set forth in these terms of reference. Proposals should include an introduction and a motivation on why they are qualified and capable to undertake and complete all aspects of project described in these terms of reference.

Proposals will be assessed against the following criteria:

1. Quality of proposal
 - Relevance of the proposal the challenges to be addressed
 - Clear work plan with realistic milestones
 - Monitoring and Evaluation plan and an explicit Theory of Change
 - Clear deliverables

2. Details of Service Provider
 - Professional expertise in conducting Evaluations in the Healthcare Sector;
 - Resources and skills of the team;
 - Organisational Effectiveness and Strategy Review Experience
 - Monitoring and Evaluation Experience;
 - Past experience in working with Foundations;

- Past experience with Medical Professionals; and Scholarships
- BEE credentials

3. Cost

- Reasonable and competitive

Completed proposals, together with supporting documents, should be sent to Mr Asgar Bhikoo, Monitoring and Evaluation Specialist, Discovery Foundation, Tshikululu Social Investments, on abhikoo@tshikululu.org.za

Please submit all proposals no later than 20 January 2016. Proposals received after the closing date will not be considered.

Tshikululu reserves the right not to award this contract, in whole or in part.