



Private Practice Conference 2023

3 & 4 June 2023
Blaauwberg Beach Hotel, Big Bay
Cape Town

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Dr Bheki Dube



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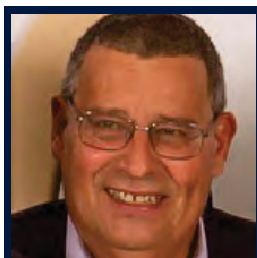
Dr Shalin Singh



Dr Thinus Smit



Dr Peter Taylor



Prof Paul Goldberg



Prof Sats Pillay



Dr Suresh Raidoo



WELCOME TO THE 2023 SURGICOM PRIVATE PRACTICE BUSINESS CONFERENCE

It is my pleasure to extend a warm welcome to everyone attending **Surgicom's 4th Private Practice Business Conference**.

Our focus remains the challenges facing surgeons in private practice, both now and in the future. This year's programme covers a wide range of topics from global trends in healthcare and variations in quality and cost to practical day-to-day issues such as electronic medical records, marketing using social media, maintaining an ideal work/life balance and dismissing an employee. Most general surgeons in private practice believe that they are poorly remunerated but just how their income compares to other specialties will be presented in detail. In 2022, Mia Barnard, a practice manager from Mossel Bay researched perceptions of medical scheme reimbursement among general surgeons as part of her MBA thesis. Surgicom has invited her to present this original work. We will present an analysis of whether a complete migration of the general surgery coding structure to CPT4 will help based on the top 25 codes and present an update of our plans to develop a global fee with enhanced remuneration for laparoscopic cholecystectomy.

We will consider the criminalisation of healthcare practitioners following the arrest of several colleagues on charges of murder or culpable homicide and will examine what is required before surgeons accept an invitation to act as an expert witness. The medicolegal "Live" case was a great success during the 2022 conference. This year we will present an actual HPCSA disciplinary inquiry arising from a post-operative death and are once again grateful to Athol Gordon and Kate MacKay of Clyde & Co. for their participation.

A hot topic is artificial intelligence and its potential impact on surgical practice. This year's debate focuses on morbidity and mortality meetings. The advantages seem obvious but there are medicolegal risks to consider. We have for the first time included a clinical topic – unpacking CRE for surgeons.

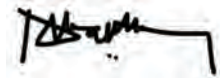
Once again, André Reddy and coding specialist Brenda Gous will lead a session looking at practical coding problems.

This year the financial support received from our sponsors has exceeded expectation. Most notable are our Platinum sponsors, GEMS and Discovery Health Medical Scheme but further strong support has come from Bronze sponsors Aspen Pharmacare, Lenmed, Life Healthcare, MSD and Xpedient as well as Standard sponsors BC Asset Management & Genoa Underwriting Managers, Disa Life Sciences, EthiQal, GoodX, Marcus Medical, Medical Protection Society (MPS), Netcare, Pfizer, Surgical Devices, and Vertice Surgery and Joint Medical Holdings with a Basic sponsorship for prizes. This has once again enabled Surgicom to provide conferencing, hotel accommodation, meals and the gala dinner at no cost to members.

My thanks go to the conference sub-committee members André Reddy, Nadine Harran, Thinus Smit, José Ramos, Bheki Dube, Mbulelo Renene, Shalin Singh as well as the HealthMan team. Joey Swart, now leading her own events company, Take Note Event Management has once again been responsible for the logistics and a lot of the inspiration and deserves special thanks.

In 2024 the Surgicom Private Practice Business Conference moves to Umhlanga, Kwazulu Natal on 25 & 26 May 2024. Please hold these dates.

Welcome to Cape Town and thank you for participating in our 4th Private Practice Business Conference.

A handwritten signature in black ink, appearing to read 'Philip Matley', with a stylized flourish at the end.

PHILIP MATLEY
Chairman: Surgicom



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CHAIRMAN'S REPORT 2023

To be presented at the Surgicom AGM, 3 June 2023

I must at the outset acknowledge the tremendous support that I have received from Vice-Chairman André Reddy and the 11 directors and 3 consultants on the Surgicom board as well as the staff at HealthMan. We continue to make progress with several ongoing initiatives and have introduced several more.

1. MEMBERSHIP

Membership continues to grow strongly. We now have 352 active members including 282 in full-time private practice, 42 in limited private practice, 5 in public practice only, 15 in their first year of private practice and 7 registrars. The latter two categories enjoy full membership without paying any monthly fees. We estimate that a further 160 – 200 surgeons are engaged in either full-time or limited private practice but have chosen not to be members. This considerably limits our effectiveness. Although Surgicom members enjoy unique benefits, so much of what Surgicom does benefits everybody. Please continue to encourage your non-member colleagues to join. Participation in the governance project including reimbursement for providing discharge summaries has always been limited to Surgicom members. Our initiative to enhance remuneration for laparoscopic cholecystectomy within a project which is detailed later in my report will similarly be limited to Surgicom members and is likely to be rapidly expanded to several additional procedures. Increasing membership and demonstrating value must be priorities for our organization.

2. SURGICOM PRIVATE PRACTICE BUSINESS WEEKEND 3-4 JUNE 2023

Our fourth Private Practice Business Conference will take place at the Blaauwberg Beach Hotel, Big Bay, Western Cape on 3-4 June 2023 and will present a particularly wide range of topics from global trends in health care to practical day-to-day practice management. Surgicom will have an opportunity to present the work we have been doing to enhance surgeon remuneration including the coding review and the development of global fees.

*Directors: Dr P Matley (Chairman), Dr B Dube, Dr N Harran, Dr M Klipin, Dr T Lowan, Prof J Ramos,
Dr A Reddy (Vice Chairman), Dr M Renene, Dr S Singh, Dr T Smit, Dr P Taylor
Consultants: Prof P Goldberg (ASSA Representative), Prof S Pillay, Dr S Raidoo*



3. SURGICOM PRIVATE PRACTICE BUSINESS CONFERENCE 2024

In 2024 the Surgicom Private Practice Conference will be held in Kwazulu Natal on 25 & 26 May 2024.

4. PROGRESS WITH THE SURGICOM CODING REVIEW

With the assistance of SAPPF coding specialist, Brenda Gous we have completed a massive review of most of the GIT and soft-tissue codes with the required cross walk from CPT4 for presentation to SAMA, and medical schemes. In addition, we have performed an in-depth analysis of the likely impact of a complete migration to CPT4 based on the 25 most frequently billed codes. The gynaecologists completed a code migration to CPT4 in 2022. The project took several years and was not without pain as the relative value units of some procedures decreased. The results of the project will be presented at the conference but overall, general surgery remuneration from schemes that accept the migration to CPT4 would potentially increase by about 4%. The problem is that several procedures would go down in value and overall, some practices may be significantly disadvantaged. Furthermore, there is no certainty that all schemes will accept a new structure. What is clear is that a wholesale migration will be very labour intensive and costly and would certainly stretch Surgicom's limited resources. For these reasons the board has decided not to pursue a complete migration to CPT4 at this time. Schemes are increasingly reluctant to accept new code proposals without a review of the relevant sections of the existing coding structure. In order to introduce eg: spleen-preserving pancreatectomy or novel haemorrhoidectomy procedures, a review of the HPB and rectal surgery codes using current CPT4 will be necessary.

5. PRACTICE CODING REFERENCE GROUP

Surgicom has participated through SAPPF in a joint initiative with Discovery Health looking at the whole structure of private healthcare funding and the difficulties that we experience with the current system. We need to enhance the current coding system whilst working towards a value-based healthcare model. What is required is a centralised representative and independent structure for coding with multi-stakeholder participation and a commitment to improving and recording health outcomes. The initial 3-month phase has been completed. The next step is to present this to as many funders and stakeholders as possible. SAPPF developed the South African Classification of Health Interventions (SACHI) several years ago.



We believe that this will provide the governance structure that is required. A new process for identifying, ratifying, discussing, approving and ultimately implementing codes has now been drawn up.

6. PROGRESS WITH THE GLOBAL FEES PROJECT

Our Global Fees sub-committee has met regularly with Discovery Health to develop a global fee solution for laparoscopic cholecystectomy and groin hernia repair. Unlocking sufficient value to enhance surgeon remuneration without exposing the scheme to unmanageable costs has remained a problematic challenge. Improving remuneration for surgeons who are currently participating in Premier A or B payment arrangements is achievable but our aim of achieving remuneration for elective uncomplicated laparoscopic cholecystectomy for all surgeons at 5-10% above the Classic Direct rate has not been realized. The current proposal is a "Shadow" Bundled Fee with incentives for efficiency being paid directly to the surgeon, rewarding high quality and low cost. The initiative will be restricted to low-complexity cases and will examine total cost per event with an efficient event defined as the 25th percentile. All events achieving this threshold will qualify for a payment equivalent to the difference between the 25th percentile and the average total event cost and be paid to the surgeon every 6 months as a bulk payment. Many surgeons regularly achieve this target so the enhanced fee will apply immediately. Considerations that could improve measured efficiency include same day/short stay admissions, a review of consumables used, accurate theatre time clocking, appropriate referral to other disciplines including physiotherapists and physicians and appropriate use of pathology and radiology. Outcomes will be carefully monitored to ensure that patient safety or quality of care is not compromised. If approved, the scheme can be implemented without any coding changes and can easily be applied to several additional procedures such as hernia repair. The proposal will be presented in detail during the conference.

7. RELATIONSHIP WITH SAPPF

We have worked closely with our strategic partner, SAPPF and I continue to serve as SAPPF chairman until mid-2024. We deal with issues of national importance through SAPPF and in 2022-2023 these have included the court action challenging the Certificate of Need, further work on a national initiative to measure clinical outcomes, interaction with hospital groups developing electronic health records, negotiations with the COIDA fund and developing an approach to the emerging



corporatization of private healthcare. SAPPF has opposed the Board of Healthcare Funders' application for an exemption from the Competitions Act as we view their intention to publish a BHF Scale of Benefits as a hugely retrogressive step. We meet with the Council for medical Schemes each month to move beyond Circular 66 of 2022 which entrenches the 2006 NHRPL and are challenging schemes that are funding the treatment of PMB conditions from savings and day-to-day benefits following a ruling of the full bench of the High Court. SAPPF has been busy with several global coding initiatives including a proposed tiered consultation project and has provided guidance and comment on RWOPS and the utilisation of clinical associates. SAPPF completed a submission to the South African Law Reform Commission in 2022 and has had several engagements related to the criminalisation of healthcare practitioners following the arrest of a further surgeon on a charge of murder in August 2022. There are regular meetings with the Hospital Association, various private hospital groups, various funders and several regulatory authorities. The intention is always to promote private health care as a national treasure.

8. INTRODUCTION TO SURGICAL PRIVATE PRACTICE

In November 2022 Surgicom presented a 3-evening webinar series on commencing private surgical practice. This included an overview of private healthcare and funding, coding, billing, forensics, start-up funding, practice management, bureaus, administrative support, IT systems, EMRs, marketing and data security. More than 40 young surgeons participated, and the feedback was very positive. The board has decided to offer the course to all 17 member organisations that make up the Federation of South African Surgical Societies (FOSAS) on 11-13 September 2023. Apart from assisting young surgeons throughout the country, we believe that this will promote FOSAS as various member societies derive direct benefit from their membership.

9. PAEDIATRIC SURGERY

With further paediatric surgeons joining Surgicom following the initial 14 in 2021-2022, we continue to pressure schemes to recognize paediatric surgery as a distinct speciality. We have done a considerable amount of work on paediatric surgery coding, but a lot of further work is required.



10. FORENSIC AUDITS IN 2022/2023

These continue to challenge Surgicom's resources but the assistance that we provide to members that are being audited is a very important benefit of Surgicom membership. Members are urged to respect the billing guidelines that we have provided in countless newsletters and in the 2019 update of the Surgicom Billing Guide.

11. INDEMNITY COVER FOR SURGICOM DIRECTORS

Several members will be aware of the fact that one of the large surgical associations and its previous CEO have been sued for more than R 80 million by a disgruntled non-member surgeon. We believe that although this action lacks any merit, it may be potentially expensive to defend. Following discussion with various medical indemnity cover providers it is clear that the usual medical indemnity cover extends to clinical decisions but does not necessarily include the fiduciary responsibilities of company directors who require specific indemnity insurance. Surgicom is arranging appropriate cover, but this is a significant additional expense.

12. PROPOSED FEE INCREASE FOR SURGICOM

Surgicom remains significantly under-funded and just manages to cover running costs with little left over for strategic projects. The work done on the coding review comes at considerable cost including the need for external consultants. Medical schemes and government structures continue to create situations that demand specific engagement by Surgicom in addition to the usual scheduled meetings. Forensic inquiries are currently costing up to R100 000 per case to adequately investigate and defend. At a national level, SAPPF has been very active but must be funded by its constituent groups including Surgicom. Our proposal for 2023/2024 is a sub-inflationary 6% increase. This is absolutely required to maintain Surgicom's financial viability but will need to be approved by the members at the AGM.

13. COMMUNICATIONS

We have continued to produce a newsletter in alternate months supplemented by regular emails or SMS communications when important or urgent matters arise.



This has been supplemented by an enhanced monthly SAPPF newsletter as well as regular communications from HealthMan and free access to the SAPPF App for all Surgicom members.

14. WEBSITE

The Surgicom website has undergone a major overhaul. It is now far more interactive and efficient and provides a wealth of resources including the presentations from previous private practice business weekends, more than 50 patient information leaflets and the presentations from last year's "Starting Private Surgical Practice" course.

Visit it at www.surgicom.co.za

For lost passwords contact surgicom@healthman.co.za

14. REGULAR ACTIVITIES

Surgicom continues to meet regularly with the major funders and deal with a large range of queries and requests from members regarding coding, authorization, PMBs, relationships with funders and private hospital groups and general practice administration support.

Thank you to you all for your support during the last year.

Philip Matley

Chairman: Surgicom

SPEAKER BIOGRAPHY



Dr Ronald Whelan

*Chief Commercial Officer
Discovery Health*

Ron Whelan is Chief Commercial Officer of Discovery Health. A medical doctor by training with an MBA, he was Associate Partner at McKinsey from 2006 to 2013 during which time he co-led McKinsey's healthcare practice across sub-Saharan Africa.

From 2013 to 2019 he was Partner and Head of Healthcare Investments at Spinnaker Growth Partners where he led investments and business development across a range of healthcare ventures and was founder of Healthforce, a leading telemedicine player in South Africa.

Ron has extensive experience in clinical and corporate healthcare spanning more than 20 years and 25 countries globally.

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SPEAKER BIOGRAPHY



Dr Justyna Wojno

*Pathologist
Lancet Laboratories*

Dr Justyna (Tina) Wojno completed her post-graduate degree in Pathology (Medical Microbiology) at The University of Cape Town. She currently heads the Microbiology/Virology and Molecular Lab at Lancet Laboratories Cape Town based at Century City.

Her main expertise is managing complex bone and joint infections as well as multi-drug resistant infections.

She is actively involved in antimicrobial stewardship to ensure that clinicians use antimicrobials wisely to ensure better outcomes for their patients.

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SPEAKER BIOGRAPHY



Dr Philip Matley

*Vascular Surgeon
Chairman Surgicom Board*

Philip Matley is a specialist Vascular Surgeon and has been in Private Practice in Cape Town since 1990. He is the current Chairman of Surgicom.

He is a Past President of the Vascular Surgery Society of Southern Africa (VASSA), a member of the Executive Committee of the Association of Surgeons of South Africa (ASSA) and a past moderator of the examination for the certificate in Vascular Surgery on behalf of the Colleges of Medicine of South Africa. In 2020 he was appointed as Chairman of the South African Private Practitioners Forum (SAPPF).

Philip grew up in KZN and is a keen golfer, mountain biker, photographer and traveller.

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SPEAKER BIOGRAPHY



Adv Lodewyk Pienaar

*Advocate of the High Court of South Africa
LABCO Employers Organisation*

I provide cost effective labour law solutions, handle Trade Union interactions and CCMA appearances on behalf of employers. I also handle wage negotiations and stop political interferences against Employers.

Having started practicing Labour Law under the previous industrial court system (1956 Act), Labco have been at the forefront of pioneering labour advice. They are firm believers in tertiary education and their specialised team carries various degrees and qualifications from South Africa's top Universities.

It's the service and experience of their dedicated staff that is put at the client's direct disposal.

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SPEAKER BIOGRAPHY



Mr Craig Getz

Actuary

Insight Actuaries and Consultants

Craig Getz is an actuary with Insight Actuaries and Consultants. He is responsible for strategic analytics. Craig is a Fellow of the Institute of Actuaries in the United Kingdom and a Fellow of the Actuarial Society of South Africa. He specialises in the development of risk management strategies which empower his clients to better navigate their challenges. Craig is responsible the development of statistical and clinical algorithms (including a Diagnosis Related Grouper) and the provision technical and strategic insights into product development and managed care processes.

Government Employees Medical Scheme – Claims Experience: GEMS is the largest closed medical scheme in South Africa. GEMS provides cover to over 2.0 million beneficiaries. Via an expert multidisciplinary team, which includes clinicians, actuaries and other professionals, GEMS closely monitors its claims experience. This monitoring allows for strategic interventions aimed at improving access to high quality care whilst simultaneously containing the cost of care.

In the context of surgery, significant variations in the cost of care are observed across regions. This is even after accounting and adjusting for variations in the clinical and demographic profile of beneficiaries. Variations extend to both the level of activity and the costs associated therewith. This begs the question as to why such variations exists and whether these variations suggest that there is an opportunity to better standardise the care which is delivered to patients. Standardisation can help to contain the cost of care and to further extend access to care.

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SPEAKER BIOGRAPHY



Mia Barnard

Practice Manager, Mossel Bay

MBA Student, University of Stellenbosch Business School

Mia Barnard is an industrial engineer and experienced manager with a demonstrated history of working in the healthcare industry as an administrator in private practice. She previously worked as a management consultant at Accenture and Kwande Consulting, leading a variety of projects in system development and process improvement in a number of industries. She has a strong background in Business Process Reengineering, Project Management, Business Analysis, and Research. She is passionate about participating in change initiatives that inspire, design, create and implement improvements in the South African private and public healthcare industry, while recognising the potential for employing innovative technologies.

She holds an MBA in Healthcare Leadership (cum laude) from the Stellenbosch Business School and received awards for Top Achiever in Value-Based Healthcare, Operational Excellence, and Healthcare Systems and Policy. Her research, which will be shared during the conference, provides insights into the needs and wants of the general surgeons practising in South Africa, highlighting the need to revise the relative value units (RVUs) and medical aid fixed-fee contracts on offer in the existing payment structure. The research results serve as a basis for the general surgery fraternity to negotiate fair reimbursement with regulatory bodies and medical aid companies.

It is essential that surgeons, as with any other profession, understand and accurately determine their value in the South African surgical workforce in order to prepare their profession for the imminent changes in healthcare payment structures. It is of fundamental importance that developments in the healthcare payment system in the country are based on an accurate assessment of the economic value and level of complexity of the work being done by general surgeons.

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SPEAKER BIOGRAPHY



Prof Brian Warren

*Emeritus Professor of Surgery
University of Stellenbosch*

Brian Warren's basic medical training was at the University of Cape Town, where he graduated in 1974. After a few years of compulsory and voluntary life and professional experience, he went on to specialise in Surgery at Stellenbosch University, obtaining the qualifications MMed(Chir) and Fellowships of the College of Surgeons of South Africa and the Royal College of Surgeons of Edinburgh.

Apart from some brief forays into limited private practice, his specialist career was spent fulltime on the joint Provincial/University staff of the Department (later Division) of Surgery at the Tygerberg Campus of Stellenbosch University, where he was appointed Head in January 2002. With restructuring of the Faculty in 2006, he was also prevailed upon to head the newly-created Department of Surgical Sciences.

While he trained and was a young specialist in the “general” era, his main clinical interest was always surgery of the gallbladder and biliary tract, which combined well with the advent of laparo-endoscopic surgery in the early 1990's.

Other abiding interests include undergraduate/postgraduate teaching and bioethics/medical law. These pursuits, particularly the latter, have kept him busy since mandatory retirement from fulltime practice early in 2016.

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SPEAKER BIOGRAPHY



Mr Athol Gordon

*Partner
Clyde & Co.*

Athol's primary area of interest for the last decade has been in the field of medical negligence. In this capacity he has represented hundreds of medical and related practitioners in relation to all aspects of professional practice, including claims, disciplinary proceedings, inquests and professional conduct matters. Athol also has considerable general litigation and advisory experience across most sectors. This is particularly so in relation to the oil and petroleum industry. In recent years Athol has also provided litigation advice to clients engaged in the growing sustainable energy generation sector in South Africa. In addition to this Athol has acted in disputes arising in the tourism sector, between hotel operators and owners and leisure activity operators and their customers. Athol has also represented contractors and employers in construction industry disputes.

Aside from his general corporate and commercial litigation practice, Athol has litigated and provided advice in the area of sports and entertainment law to top international and local acts and sports stars, authors, film producers and musicians.

Athol obtained a BA LLB from the University of Cape Town and was admitted as an Attorney in the Supreme Court of South Africa in 1995.

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SPEAKER BIOGRAPHY



Dr Jeanne Lubbe

Gastro-Intestinal and Bariatric Surgeon

Jeanne is a consultant surgeon in the Division of Surgery at Tygerberg Hospital and the University of Stellenbosch in Cape Town, South Africa. She has a special interest in minimally invasive endoscopic and laparoscopic surgery, and currently runs the Upper Gastrointestinal and Metabolic Surgery firms at Tygerberg Hospital.

She completed an endoscopic fellowship at Huddinge University Hospital and a combined PhD degree at the University of Stellenbosch (US) and Karolinska Institute (KI), Stockholm.

She is a member of the Board of the Colleges of Surgeons of South Africa, an EXCO member of SASES (South African Society for Endoscopic Surgeons), founding president of SAMMSS (South African Metabolic Medicine Society) and a US senior lecturer, actively involved with both pre- and postgraduate teaching in the current and renewed curriculum.

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We can now deliver hospital-level care in the homes of over 750 patients at any point in time across South Africa for many medical and surgical conditions. Hospital at Home uses integrated, cutting-edge technology and highly-skilled clinical staff, clinical protocols and the best clinical practices.

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SCAN QR CODE
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Digitally enabled with access to registered professionals.



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MENTAL HEALTH SUPPORT.

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SURGICOM PRIVATE PRACTICE CONFERENCE 2023



3 & 4 JUNE 2023

Blaauwberg Beach Hotel, Big Bay
PROGRAMME

Saturday, 3 JUNE 2023

09:00 - 10:30 DELEGATES ARRIVAL & REGISTRATION
Conference Commences at 10:30 sharp in Table Bay (Conference Level 1)

SESSION 1

Chair: Philip Matley & André Reddy

10:30 - 10:40	Welcome	Dr Philip Matley <i>Chairman, Surgicom</i>
10:40 - 11:10	Trends in Global Healthcare: The Big Picture	Dr Ronald Whelan <i>Chief Commercial Officer, Discovery Health</i>
11:10 - 11:40	Variations & Trends in the Cost & Quality of Care	Mr Craig Getz <i>Actuary, Insight Actuaries & Consultants</i>
11:40 - 12:10	Surgeons on Charges of Murder & Culpable Homicide: What Can Be done?	Dr Philip Matley <i>Vascular Surgeon & Chairman, Surgicom</i>
12:10 - 12:40	How to Fire Your Secretary Without Falling Foul of the CCMA	Adv Lodewyk Plenaar <i>Advocate of the High Court of South Africa</i> <i>LABCO Employers Organisation</i>
12:40 - 13:00	CRE Unpacked for Surgeons	Dr Justyna Wojno <i>Pathologist, Lancet Laboratories</i>

Conference commences at 13:30 in Table Bay (Conference Level 1)

SESSION 2

Chair: Bheki Dube & Peter Taylor

13:30 - 14:00	Perceptions of Medical Aid Reimbursement by General Surgeons in South Africa	Mrs Mia Barnard <i>Practice Manager, Mossel Bay</i>
14:00 - 14:30	Should we Migrate our whole Coding Structure from SAMA to CPT4?	MBA Student, Univ of Stellenbosch Business School
14:30 - 15:00	SURGICOM ANNUAL GENERAL MEETING 2023	Dr Philip Matley <i>Vascular Surgeon & Chairman, Surgicom</i> Surgicom Board
15:00 - 15:30	Should I Agree to be an Expert Witness? What do I need to know?	Prof Brian Warren <i>Emeritus Professor of Surgery, University of Stellenbosch</i>
15:30 - 16:00	REFRESHMENT BREAK at Exhibition (Conference Level 2)	

SESSION 3

Chair: José Ramos & Mbulelo Renene

		Prosecuting Attorney: Mr Athol Gordon <i>Partner, Clyde & Co.</i> <i>Expert Witness: Dr Jeanne Lubbe</i> <i>Gastro-Intestinal & Bariatric Surgeon</i>
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<i>LEISURE TIME</i>	
17:30 - 18:30	Cocktails
18:30 - 19:30	GALA DINNER
19:30 - 00:00	

Sea & Sand (Tower B, 12th Floor)
 Dress Code: *Smart / Cocktail (and your dancing shoes)*

Sunday, 4 JUNE 2023

Breakfast at Waves Restaurant

Conference resumes at 08:30 sharp in Table Bay (Conference Level 1)

SESSION 4

Chair: Thelani Lowan & Mike Klipin

08:30 - 09:00	Finding the Ideal Work/Life Balance as a Surgeon	Mr Neil Tuck <i>Clinical Psychologist, Performwell</i>
09:00 - 09:20	Progress with the Surgicom/ Discovery Global Fee Project and Value Based Care	Mr Darren Sweidan <i>Head: Health Professional Unit, Discovery Health</i>
09:20 - 09:50	What Surgeons Need to Know About Artificial Intelligence in 2023	Dr Johan Breytenbach (PhD) <i>Department of Information Systems University of the Western Cape</i>
09:50 - 10:20	Getting the Most Out of Electronic Medical Records	Dr Thinus Smit <i>Laparoscopic & Bariatric Surgeon & Surgicom Board</i>
10:20 - 11:00	DEBATE: ALL SURGEONS SHOULD BE REGULARLY PARTICIPATING IN THEIR HOSPITAL'S M&M MEETING	For the Motion: Dr Liam Brannigan <i>Critical Care Specialist WDGMC</i> Against the Motion: Dr Nadine Haran <i>Colorectal Surgeon WDGMC</i>
11:00 - 22:30	<i>REFRESHMENT BREAK at Exhibition (Conference Level 2)</i>	

SESSION 5

Chair: Thinus Smit & Nadine Haran

11:30 - 12:00	Marketing Your Practice on Social Media: Avoiding the Pitfalls	Dr Shalin Singh <i>Paediatric Surgeon & Surgicom Board</i>
12:00 - 12:30	Relative Specialist Earnings – How Do General Surgeons Compare ?	Ms Lara Wayburne <i>Actuary, Discovery Health</i>
12:30 - 13:15	CODING: Best Strategies for Complex Cases	Dr André Reddy <i>General Surgeon & Vice-Chairman, Surgicom Board</i> Ms Brenda Gous <i>Coding Specialist, SAPPP</i>
13:15 - 13:30	Closing Remarks with Q&A	Dr Philip Matley <i>Chairman, Surgicom</i>
13:30	<i>DEPARTURE</i>	



THANK YOU FOR ATTENDING - SAFE TRAVELS!



What's new in 2023?

LAUNCH OF THE NEW GEMS PROVIDER PORTAL AND MOBILE APP

Since the launch of the current website in 2018, followed by further enhancements in 2020 as well as the Member app/portal, **a need arose to develop the mobile application and portal platforms for healthcare providers.** The Scheme is pleased to announce the release of the new **GEMS Provider portal and mobile application platforms on 03 April 2023.**

Healthcare Provider Portal and App features:

- Seamless onboarding experience, that includes user guides that encompasses descriptions of the Provider Portal and Mobile App features.
- Quick access to membership and benefits confirmation.
- Claims & GEMS tariff files.
- Convenient ICD10 Codes search.
- Document upload section.
- Practice profile update requests.
- Provider FAQs.



Providers can also download the App on their **Google Play** or **App Store** or scanning the **QR Code** below.



Providers can also access the portal by scanning the **QR Code** below.



Benefits of joining the Gems Specialist Network



GEMS strives to build strong, long-term relationships with the healthcare professionals who provide care to the growing Scheme membership. GEMS healthcare provider networks were established in January 2010 to ensure that employees in the public sector could access quality and cost-effective healthcare services.

The GEMS healthcare provider networks aim to support participating healthcare providers to deliver appropriate care for GEMS members. This is the key to addressing the cost of healthcare relative to the quality in the South African healthcare sector.

GEMS has established networks for the following Specialist types:

- Anaesthesiologists
- Obstetricians and Gynaecologists
- Physicians
- Surgeons
- Paediatricians
- Psychiatrists

Specialists participating in these networks enjoy an array of benefits listed below:

1. Scheme membership coverage

Participating network specialists are assured of an increased patient footprint from the nation-wide GEMS membership pool of over 2 million beneficiaries. All beneficiaries are directed to network participating specialists through:

- GEMS Website
- Call Centre
- GP to Specialist referrals
- Referrals to participating network hospitals – specialists practicing at these GEMS Network hospitals will have access to an ever-increasing patient base.

2. Higher reimbursement rate for Network specialists

	Network Specialist	Non-Network Specialist
GEMS tariff rates for in- and out-of-hospital	130%	100%

3. Improved payment efficiency and reduced administration

Claim payment runs are conducted bi-monthly and in certain months, GEMS has up to 3 payment runs. Network specialists are guaranteed prompt payments with no need for PMB retrospective reviews.

4. Higher annual rate increases for Network Specialists

Network participants receive a higher annual inflationary rate increase than non-network participants.

In addition to the above generic network benefits, the following discipline specific benefits apply to network specialists on select tariffs. Visit <https://www.gems.gov.za/en/Healthcare-Providers/Tariff-Files> for more details.

Obstetricians & Gynaecologists

Network Obstetricians receive enhanced reimbursement for tariff codes 2614 and 2615.

Ophthalmologists

	Network Specialist	Non-Network Specialist
GEMS Intra-ocular lens mark-up*	25% mark-up	15% mark-up

* Limited to a maximum of R3 650 per lens per annum and subject to the prosthesis benefit

Anaesthesiologists

Network Anaesthesiologists are reimbursed at 200% for pre-anaesthetic assessment codes as per below table

	Network Specialist	Non-Network Specialist
Professional Fees	Tariff codes 0151, 0152 and 0153 are re-im-bursed at 200% of scheme rates %	Tariff codes 0151, 0152 and 0153 are re-imbursed at 100% of scheme rates

Paediatricians

Network Paediatricians are reimbursed at 200% for the following ICU tariff codes (1205, 1206, 1207, 1208, 1210, 1212 and 1213) inclusive of modifiers and PMBs.

5. Communications

Network participants also enjoy the following benefits:

- Communication with network participants to ensure the objectives and scheme rules are understood and adhered to
- Extensive year-end communication
- Direct engagements through the Provider Liaison Officer function to address
- Scheme information
- Scheme benefits
- Provider education
- Campaigns
- Claims administration and management

6. More GEMS information at your fingertips

Our website offers a wealth of information to members and providers alike – please visit www.gems.gov.za for:

- Provider guides
- ICD10 codes
- Formulary lists
- Tariff files
- Healthcare programmes
- and much more.

7. How to join the GEMS Network

If you would like to join the Specialist Network or have any queries, please let us know via the following channels:

- Send an email to networkscontracting@gems.gov.za;
- Call us on 0860 436 777, weekdays between 08:00 and 17:00;
- Send a fax to 0861 004 367.

DISCOVER THE BRILLIANCE OF GEMS



GEMS Contact Centre
0860 436 777



Web
www.gems.gov.za



Provider Liaison Officers
plo@gems.gov.za



Email
enquiries@gems.gov.za



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SPEAKER BIOGRAPHY



Ms Kate MacKay

*Attorney
Clyde & Co.*

Since joining the firm, Kate has been primarily involved in litigation relating to medical malpractice, professional indemnity, public injury, and insurance law.

She has acted for insurers, private hospital groups, specialist medical professionals, local authorities and professionals in the financial services industry and the building sector.

Kate has obtained a BSc degree in Human Life Science and Psychology from the University of Stellenbosch, as well as an LLB degree from the University of Cape Town.

She majored in physiology, genetics and biochemistry in her BSc Degree, equipping her with relevant knowledge and expertise applicable to medical malpractice law.

NOTES



SPEAKER BIOGRAPHY



Prof Sats Pillay

*General Surgeon
Surgicom Board*

Prof Sats Pillay was born in Queenstown and did his undergraduate training in Dublin, Eire. After internship at King Edward VIII Hospital in Durban, he worked at Livingstone Hospital, Port Elizabeth and subsequently did his Surgical Registrar training at Groote Schuur Hospital, Cape Town.

He became Head: Department of Surgery, Port Elizabeth Metropole Hospitals and subsequently Head: Department of General Surgery, University of Limpopo in Polokwane. After retirement in 2017, he moved back to Port Elizabeth.

He is a past Chairman and past President of ASSA and has served on the Board of Surgicom since it's inception. In 2022 Sats stepped down as a director of Surgicom but is still actively involved as a consultant to the board.

NOTES



SPEAKER BIOGRAPHY



Mr Neil Tuck

*Clinical Psychologist
Performwell*

Neil qualified as a clinical psychologist in 1984 at the University of Johannesburg. He practised clinically in hospitals and private practice for 15 years, before joining Michael van Reenen & Associates, a corporate consultancy.

In 1999 he started his own consultancy, Peformwell Consulting. His consulting work has been primarily in the corporate arena, designing and implementing interventions aimed at improving individual and organisational effectiveness. Peformwell Consulting services included stress resilience, change management, EQ training, leadership development and personal coaching. His extensive clinical psychology training and experience adds depth and impact to the consulting work he does.

Although Neil continues to offer his services in the corporate consulting arena, he decided to act on an increasingly strong passion to re-enter the field of clinical psychology. He recently re-instated his clinical practice and operates out of offices based at Crescent Clinic, a private psychiatric clinic in Claremont, Cape Town. He works in collaboration with an experienced team of psychiatrists, psychologists and other related health professionals.

NOTES



SPEAKER BIOGRAPHY



Mr Darren Sweidan

*Head: Health Professional Unit
Discovery Health*

Darren Sweidan is the Head of the Health Professional unit at Discovery Health. His undergraduate training was in clinical physiotherapy. Following training in business administration Darren joined the Netcare Hospital group in 1999. He spent 3 years in hospital administration and a further 2 years in group hospital finance.

He entered the field of healthcare funding when he joined Discovery Health in 2004.

Until the end of 2014 Darren was responsible, with the support of the Health Professional strategy team, for engagement with Medical Specialists, General Practitioners, Dental and Dental specialists, as well as Allied and Therapeutic Professionals.

Darren currently heads the Health Professional unit where he continues to lead engagement with medical professionals and associated Health Professional risk management activities.

NOTES



SPEAKER BIOGRAPHY



Dr Johan Breytenbach

*Department of Information Systems
University of the Western Cape*

Johan Breytenbach is a senior lecturer and researcher in the Information Systems department at the University of the Western Cape, Cape Town, South Africa. His principal research areas are system design (focusing on AI and Machine Learning systems), commercializing AI, the design of algorithms, the impact of platforms, distributed ledger systems (block-chains), and mobile technologies on business models, and preparing traditional businesses for the digital economy.

Recent research interests include AI ethics, and the translation of technical, ethically sensitive design considerations in AI systems into policy considerations for organisational leaders.

Johan is a passionate thought leader in data science and statistics, and currently lectures Data Management, Data Analytics and Business Intelligence, and System Design at the postgraduate level.

NOTES



SPEAKER BIOGRAPHY



Dr Thinus Smit

*Laparoscopic and Bariatric Surgeon
Surgicom Board*

Thinus is a Laparoscopic and Bariatric Surgeon with an interest in upper GIT, bariatric and metabolic surgery. He is a Proventi accredited bariatric surgeon, a member of SASES, an Exco member of SAMMS and a director of Surgicom.

He matriculated at Grey College in 1996, obtained his MB ChB at the University of the Free State in 2003, his MMed (Surg) at the University of Pretoria in 2011 and his Fellowship of the College of Surgeons of South Africa in 2011. He is currently head of the BSI Unit for metabolic surgery at Zuid Afrikaans Hospital in Pretoria and is the founder and director of the Bespoke Surgical Institute.

Thinus has been working in general surgery full time since 2005. He established his private practice at Life Groenkloof hospital as a specialist surgeon in 2011. In 2021 he moved his practice to Zuid Afrikaans Hospital where he is developing a unit focused on bariatric and upper GIT surgery, in partnership with Dr Abri Bezuidenhout and Dr Francois Schutte. He has been involved in bariatric surgery since 2017.

Dr Smit is married and has 3 sons. He is a keen cyclist and an avid cricket fan.

NOTES



SPEAKER BIOGRAPHY



Dr Lliam Brannigan

Critical Care Specialist

Wits Donald Gordon Medical Centre (WDGMC)

Lliam is an Anaesthesiologist and Critical Care Specialist.

He has a Masters degree in Perioperative Medicine from UCL and has an interest in transplant and high-risk surgical management.

Lliam is currently the Head of Critical Care at the WITS Donald Gordon Medical Centre in Johannesburg and is part of the ICAN Practice which was started in June 2013 and operates in the Greater Johannesburg area. ICAN stands for “Intensive Care and Anaesthesia” as the practice incorporates both an anaesthesia service as well as intensive care service. They currently manage 2 closed ICU units at WDGMC. All patients admitted into these units are under their care.

NOTES



SPEAKER BIOGRAPHY



Dr Nadine Harran

Colorectal Surgeon

Wits Donald Gordon Medical Centre (WDGMC)

Surgicom Board

Nadine is a Colorectal Surgeon currently working at Wits Donald Gordon Medical Centre (WDGMC). She has been part of the Colorectal Unit (CRU) as a trainee since 2010 and as a colorectal consultant surgeon since 2012. She is a graduate of the University of Witwatersrand, where she completed her undergraduate and postgraduate general surgical training, as well as a sub-specialty fellowship in colorectal surgery. She has been fortunate enough to have been awarded 2 prestigious Colorectal fellowships at Academisch Medisch Centrum in the Netherlands and at the Royal Devon & Exeter NHS Hospital in the United Kingdom.

Nadine performs a wide range of colorectal surgeries ranging from cancer, pelvic floor, fecal incontinence, proctology and endoscopy. She has a special interest in laparoscopic colorectal surgery and is actively involved in setting up protocols and systems for the CRU and creating an online data management system to assist with future research.

Nadine was brought up in the Eastern Cape but fell in love with Johannesburg during her training. She is married to Warren, and they have two sons, Oliver and Zack.

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SPEAKER BIOGRAPHY



Dr Shalin Singh

*Paediatric Surgeon
Surgicom Board*

Dr Shalin Singh is a Paediatric Surgeon in full time private practice in Cape Town Southern Suburbs and CBD. She did her undergraduate medical degree in Durban and then spent 7 years on the Wits General Surgery and Paediatric Surgery circuits at Chris Hani Baragwanath Academic Hospital and Charlotte Maxeke Academic Hospital.

She has trained in paediatric general, urological, vascular, trauma, colorectal and thoracic surgery. Her special interest lies in minimally invasive neonatal surgery, ethical practice and creating multi-disciplinary teams in private medicine. She is the founder of Era8, the first management group for Paediatric Surgeons in the country and represents Paediatric Surgeons on the board of Surgicom.

After hours, she enjoys spending time with her family and her 2 dogs.

NOTES



SPEAKER BIOGRAPHY



Lara Wayburne

Actuary
Discovery Health

Lara Wayburne is a senior actuary in the Risk Intelligence team of Discovery Health focusing on analytics for claims reporting, healthcare service provider contracting, value based care and population health management. Before joining Discovery Health, Lara worked as a consulting actuary at Calibre Clinical Consultants, Deloitte and NMG Benefits holding various leadership and management positions including NMG's EXCO responsible for actuarial and specialized consulting. She has provided actuarial consulting to a diverse range of stakeholders in the healthcare industry including many medical schemes and employers, health insurers, healthcare service providers, healthcare administrators, managed care organisations, government departments, wellness providers, donor funders and pharmaceutical manufacturers in South Africa, other Africa countries and Asia. She holds a Master of Science degree in Actuarial Science which specialised in HIV when antiretrovirals were introduced and passed the first round of examinations as a South African Healthcare Actuary.

Lara is the Principal Examiner for the Actuarial Society of South Africa's Healthcare Fellowship Examination and supports the Healthcare Specialist Technical course at Wits University.

Lara is a mom of 4 children Ariella, Samuel, Rivka and Yael. She is passionate about applying actuarial thinking to help shape inclusive and sustainable healthcare systems for the current and next generations.

NOTES



SPEAKER BIOGRAPHY



Dr André Reddy

*General Surgeon and Vice-Chairman
Surgicom Board*

Dr André Reddy is a Surgeon in Chatsworth KwaZulu-Natal.

He qualified as a Surgeon in 1990 and commenced a Private Practice in 1995.

He is a the founding member of the KZN Specialist Network and the current chairperson.

André is the Vice-Chairman of Surgicom.

NOTES



SPEAKER BIOGRAPHY



Ms Brenda Gous

Coding Specialist
SAPPF

Brenda Gous joined the South African Private Practitioners Forum as Senior Coding Specialist in 2018. She has more than twenty years' practical/operational coding experience in local and international coding schemas. SAPPF is a vibrant and growing organisation, committed to support private practitioners in optimising service conditions and improve access to healthcare for more South African residents.

Brenda's training includes Basic International ICD-10 training (National Centre for Classification in Technology, Brisbane, Australia) and Advanced International ICD-10 training with Eve Jones from the UK.

In 2013 Brenda was appointed by the Minister of Health to be part of the Ministerial ICD-10 Task Team and to continue as chairperson of the Training Sub-Committee.

Projects driven by Brenda include the implementation and management of PMBs; clinical validations of PMB claims; the implementation of systems driven processes based on ICD-10; ensuring compliance on the different phases of the ICD-10 at organisation level for reporting to CMS and the management of CPT® contracts based on Medicare coding rules which involved Surgicom members.

As a member of the SAPPF team, Brenda advises member groups on new code development and implementation as well as coding reviews and forensic enquiries.

During 2021 and 2022 she has been responsible for a major review of general surgical coding and the introduction of new codes, both of which have required a code-by-code cross walk from CPT to the SAMA codes.

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NOTES





5th Private Practice Conference 2024

Save the Date

DATE TO BE CONFIRMED

UMHLANGA, KZN

Gala Dinner

Date

3 June 2023

Program

Cocktails : 18:30 - 19:30

Dinner : 19:30

Venue

Blaauwberg Beach Hotel
Sand & Sea, Tower B 12th Floor

Dress Code

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and your dancing shoes



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HOUSE RULES & GENERAL INFORMATION

KINDLY NOTE THE FOLLOWING:



NAME BADGES:

For security reasons, but also for catering purposes, please wear your name badge at all times.
(Gala Dinner excluded)

DRESS CODE:

Dress code is smart casual for the academic sessions.

DINNER:

Friday arrivals are at leisure and dinner for your own account, except for the Surgicom Board and administrative team.

The Gala dinner on Saturday evening will start with Cocktails at 18:30 - 19:30 in Sand & Sea Upper Level on the 12th Floor (in Tower B).

The Gala Dinner will be at 19:30 in Sand & Sea Lower Level on the 12th Floor (in Tower B).

Dress is smart/cocktail wear. **Ladies, add a bit of bling!**

MEETING VENUE:

Academic sessions will be held at Conference Level 1.

CPD ACCREDITATION: **5 General Points & 4 Ethics Points**

Please ensure that you scan your bar-coded name badge at the conference venue each day to qualify for full CPD points.

Saturday scanning will be in the morning upon arrival and again after lunch at the conference venue entrance. Sunday scanning will be in the morning at arrival.

All CPD certificates will be added on your Surgicom profile on the secure section of the Surgicom website and will also be added on the HPCSA platform. Certificates will also be emailed to delegates once processed.

An attendance register will be sent around during the AGM to be signed by Surgicom Members.

BREAKFAST & LUNCH:

Breakfast will be served at the Waves Restaurant, Ground Floor, Blaauwberg Beach Hotel for delegates staying in the hotel. Saturday lunch will be served in the Exhibit area in Conference Level 2. Sunday lunch will be at leisure.

SPEAKERS:

All speakers must upload their presentations with the technician inside the venue 60-minutes prior to their session. Please make sure your presentation is in powerpoint format and not mac. Alternatively, email your presentation to joey@takenoteevents.co.za by latest Friday, 2 June 2023.

CHECK-IN & CHECK-OUT TIMES:

Check-in is from 14:00 and upon availability of room. Where possible we will try and assist with earlier check-in. Sunday check-out is at 11:00. Should you arrive early or wish to check-out earlier on Sunday, you may store your luggage at reception. Please ensure that your luggage is clearly marked and locked.

ACCOUNT PROCEDURES:

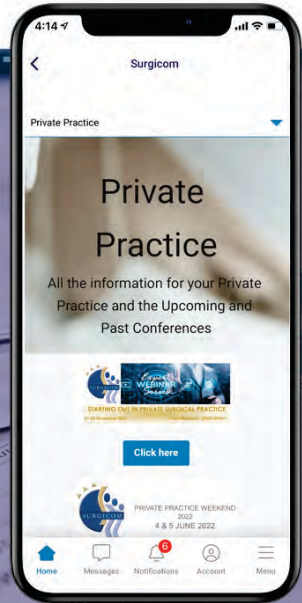
All items of a personal nature will be for your own account (i.e. telephone, laundry, room service, mini bar, other meals & bar tabs outside conference arrangements, etc.) Please ensure that you settle any outstanding amounts prior to departure. All additional accommodation costs and dinners need to be settled with the hotel directly upon checkout.



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