



SHORTLISTED WORKPLACES – BEST PROGRESS

RAFFIA (Kenya)

Raffia Kenya has a strategic way to handle behaviour change, which is normally done by the trained peer educators in the workplace who are derived from all departments. The peer educator performance and activities are recorded and assessed regularly and the most active given a chance to attend next upcoming seminars or conferences.

Peer educator activities are also continuously monitored and improvements done. The peer educator ratio of the company is 1:17.

In order to reduce infection and to be able to plan ahead Raffia Kenya offers onsite VCT every three months and monitors the process and outcome. Due to the use of qualified as well as experienced counselors there has been continuous improvement on the process. According to the company the improved results also derive from the fact that VCT is carried out on site during working hours and peer educators also continuously campaign for VCT. The company provides counseling and support to all staff free of cost and sends HIV-positive workers to government facility for comprehensive care and support.

Raffia Kenya also initiated a post-test club, which helps the workers with information whether infected or not. Extraordinary interventions are in place to support HIV positive staff, e.g. giving them permanent employment, change of positions to lighter work, linking them up with local based support groups and community health workers.

Furthermore, Raffia Kenya has carried out community outreach in the immediate neighbourhood where the staff resides; organizing different kinds of activities, such as family day and football tournament combined with HIV outreach. The company has also been invited to some churches of staff members.

REVCO (Zimbabwe)

All Revco employees have policy DVDs on their PCs as well as hard copies easily available. As a new employee joins the company he/she is informed about the policy. Reference to the policy is done on education, training and counseling. There is equal representation of management and employees in the HIV Committee, where all levels are represented with the Finance Director representing top management. No decisions are taken when there is no representation of all levels.



Two important objectives identified by the company are (a) Know your Status (b) No new infections. HIV is included in all company activities throughout the organization. The programme covers employees as well as dependents and boosts ten peer educators also capacitated with counseling skills.

By using e-mails for E-talks on awareness once a week the company has created a forum of information through hearing employees' opinions said out in the comfort of their offices. Through this intervention the company won the SWHAP Award 2010 for most innovative intervention.

The service personnel have been identified as a more vulnerable group as they visit customer sites and at times sleep overnight. In response to this, sleep-overs are now avoided and when necessary bookings are made in decent accommodations.

Activities mainly focus on awareness since programme objective is to effect behavioural change. Ten trained Peer Counselors are at employees' disposal, with 1 to 4 being the current ratio of peer educators.

In 2009 VCT was done once in July and in 2010 it is planned to take place in November. As "Know your Status" is amongst the programme's top objectives new strategies will keep on being introduced - 2009 used T-shirts and 2010 is coming up with a Hamper prize to be won through a raffle.

A three months support period is provided when employee leaves to enable him/her to find alternative programmes after leaving the organization. The programme takes a holistic approach and is extended to immediate family members on awareness, education etc. Spouses are also trained and every year the company arranges family days, where all family members get opportunities to test. The company offers 100% treatment to affected members and their immediate families.

SCANLINK (Zimbabwe)

Scanlink in Zimbabwe was shortlisted in 2010. All employees of the company are aware of the HIV/AIDS policy since everyone has been issued with the policy booklet. On recruitment new employees are inducted into the programme. Peer educators occasionally revisit the policy and remind the employees of its contents.

The programme committee is characterized by cooperation between management and workers since it is made up of a senior manager, workers' committee chairperson and workers. 14 peer educators have been trained; ten of whom also have been trained as counsellors. The company's current ratio of peer educators is 1:5.



As the truck drivers are the most vulnerable group Scanlink has introduced HIV/AIDS lessons as part of driver training. Furthermore, the company has trained the driver instructor as a peer educator and counsellor. Scanlink provides an opportunity for employees and their families to go for VCT at least once a year. In order to allow all employees and families to know their status the company also organizes family days.

Through a service provider, ZAPSO, the company offers its employees counselling, testing, treatment and care. The company also pays 100% medical aid and HIV/AIDS treatment if needed for every employee, as well as spouse and two children. Treatment is provided for three months after retirement to give time to link with alternative healthcare facilities. The monitoring of treatment is done through ZAPSO.

Scanlink is actively involved in a social soccer club league with events held during the weekends. At such matches peer educators facilitate discussions on prevention, care and treatment. The company is a member of the Zimbabwe Business Council on AIDS and participates and networks with them. Currently, Scanlink is also looking into a supply-chain programme and has sent out invitations to companies they work with.