



## SHORTLISTED WORKPLACES - MOST COMPREHENSIVE PROGRAMME

### *ATLAS COPCO (Zambia)*

At Atlas Copco in Zambia the HIV/AIDS Policy is made aware to all, including new employees at inductions. Both Management and the union were involved in the formulation and are still part of the team that revises the policy. Moreover, the workplace has a monitoring and evaluation tool which is used as a strategy to continuously improve the programme. The progress is measured on a quarterly basis, after which the recommendations are being implemented. Furthermore, Atlas Copco Zambia arranges specific target group interventions, e.g. drivers who frequently go to DR Congo.

Atlas Copco Zambia has trained peer educators and currently has 14, making the ratio 1: 8, with a workforce of 115 employees. The company offers VCT on site at least three times a year and there is an extraordinary strategy for VCT promotion. Currently the VCT uptake of the company is at 81% and efforts are being made to make it 100%. With trained counselors, the company provides free counseling sessions to employees. Additionally, there are also toll-free lines.

The company provides free access to HIV treatment and care. What is more, it is the policy of the company to support all employees who have been retired, redundant for a period of three months during which time they are registered with local hospitals. Atlas Copco Zambia also includes interventions for the immediate family and dependents alike. In fact VCT programmes are conducted at work every three months, with spouses and dependents being offered the same facility as full time employees.

The company has been fully involved with local communities. Spouse peer educators were trained to provide a link between the company and the community. Atlas Copco Zambia participated at the Agricultural show for three consecutive years, spreading information about HIV to the show-goers. The company has also been active in the run for life in rural central Zambia. As an extended outreach, the counselors at the workplace offer free counseling support at the local clinics. Moreover, the workplace participates in national events through the District AIDS Task Force (DATF) and donations are given to governmental institutions, such as District Commissioners Office, World AIDS Day, Malaria day etc. The company constantly shares its experiences with other companies and sub-contractors are part and parcel of the Wellness Programme.



### ***AUTOLIV (South Africa)***

It is not the first time that Autoliv in South Africa has been commended for its workplace interventions on HIV. They have previously been shortlisted for the SWHAP award. Moreover, Autoliv has won praise in other foras as is illustrated by regional industry chambers award that the company won 2007 and 2008. The success of the programme is shown by the fact that no new infections have been reported over the years.

Since the inception of the programme a number of activities have been arranged to assess the needs of the employees and monitor the progress of the programme. In the past Autoliv used to review and evaluate the programme yearly. As the programme is considered to be sustainable now, it is lately reviewed only when the company experiences a new case that is not yet featured in the programme. As a result of the reviews Autoliv has formed ties with the local hospital, where the employees as well as their families are referred to when the need arises. Moreover, it is arranged for nurses from outside to perform VCT/HCT. Autoliv has over a number of years managed to reach VCT-uptakes of around 90% of the employees. In order to sustain this impressive result, the company needs to be innovative. For example, in connection with the world cup 2010, the company performed an expanded VCT/HCT. Everyone was encouraged by being given a present for testing and another gift for coming back for their results. To make it even more interesting a raffle was drawn for all the people that got their results. The result was that people came in large numbers to be tested.

At induction of all new employees, the programme and its benefits to the employee are highlighted. The company has trained committee members as peer counselors and employees who need support groups are linked with the local hospice. Infected employees are immediately linked to the local hospital for treatment, whether on medical aid or not. For further support, the hospital links them with their respective clinic so as to always have access to treatment. Immediate family members also have access to VCT/HCT in the company and are referred to the local hospital should the need arise.

The engagement of Autoliv doesn't stop at the factory premises: Indirect community engagement with condom distribution and donations to local NGOs are carried out and the company has adopted an informal orphanage in the vicinity of the factory which it supports it by contributions from employees. Furthermore, Autoliv has invited neighbouring companies to share their experiences on tackling HIV at the workplace.

Currently, Autoliv South Africa is looking at training for TB awareness as this is problematic to HIV positive people. There are also plans to get treatment of all chronic diseases on site, which would become a cost saving plan.



### ***TANELEC (Tanzania)***

At Tanelec in Tanzania each employee has been given a copy of the HIV and AIDS policy booklet. Furthermore, the company has made peer educator leaflets that communicate about the company policy on HIV/AIDS. The induction programme for new employees also includes introduction to the HIV and AIDS Programme.

The existing policy is reviewed and revised at regular intervals and the policy development includes inputs from employees - channeled through workers' representatives in the Occupational Health and Safety Committee (OHS). The HIV and AIDS Committee members include people from management, all production sections, as well as the Workers' Union. The HIV and AIDS Committee meets at regular intervals and forms part of the proceedings of the main OHS Committee, which meets at least once every two months.

HIV positive employees who were found through onsite VCT sessions have been linked to HIV support and care services through the service provider's counselors. These services also include medical care through a designated hospital. In order to monitor the progress being made by employees registered in the support programme, the company regularly follows up with the service provider's counselors.

So far, Tanelec has had no case of an employee leaving the company - who is known to be HIV-positive through disclosure and sought company support. However, the company has in place resources and links that can connect such employees to care and support programmes even after leaving the company. The company policy on terminal benefits for employees includes provision of medical care for the employee and his/her family for a specific period of time after termination.

Tanelec has started the process to spread the information about the HIV and AIDS Programme to sister companies. An initial proposal to start mentoring sister companies within the group has already been submitted to the group HR office. The aim is to mentor other companies within the group to start their own programmes, which can take similar structure and approach as done at Tanelec.

### ***TETRA PAK (Kenya)***

At Tetra Pak in Kenya the HIV/AIDS Policy education is part of the employee induction and has been provided in brochure form. The Policy includes family members and dependants of the employees in the programme. Tetra Pak Kenya has an HIV/AIDS Committee, where both management and factory workers are represented. The company has been able to sustain the programme even after finishing the three year cycle with SWHAP. All the elements of prevention, care and treatment have been maintained since 2003, when the Tetra Pak Kenya first started the programme.



Twice every year during Health Week, the company organizes VCT, which takes place through an external service provider. There is a proactive effort to have those who turn positive on the treatment programme.

Tetra Pak Kenya provides, within the medical insurance cover, treatment, care and support for the HIV positive employees. Enrollment is on a voluntary basis, but through the onsite VCT initiatives and company nurse, the company encourages employees to take up the service offered. The current VCT uptake has consistently been at 88%. Tetra Pak Kenya does provide the treatment for HIV positive workers up to six months when they leave employment.

Every year, Tetra Pak Kenya has organized Family Days where spouses and children of employees are included. It presents an excellent chance for couple counseling and testing. Currently, the company has embarked on seminars for teenage children of the employees where they are educated on the dangers of drug and substance abuse and their relationship to HIV/AIDS. Tetra Pak Kenya is a member of the Kenya HIV/AIDS Business Council as well as of The Neighbors Against HIV/AIDS. The Programme Coordinator has participated in numerous activities organized by these networks.

A good application has been that on activation of peer education, which led to Tetra Pak Kenya spearheading a team-building activity for peer educators among all companies in The Neighbors Against HIV/AIDS. This was an excellent exchange forum for the peer educators.

Furthermore, Tetra Pak Kenya has initiated a supply-chain programme for customers and suppliers. During 2009 four companies took part in the pilot initiative that led to development of a supply-chain outreach model. The company has in the past been presented as a Best Practice at conferences organized by Kenya HIV/AIDS Business Council. Moreover, the experience of Tetra Pak Kenya has also won recognition by the National AIDS Control Council in the country.

### ***VOLVO (South Africa)***

The workplace programme of Volvo in South Africa was successfully launched five years ago and was shortlisted in 2010 for its sustainable workplace programme. In 2010, the company also won the Volvo International Wellness Award. During the previous year the company conducted a KAPB Survey and has recently completed a Wellness Survey in order to ensure that all needs of the employees are being met.

Volvo Southern Africa receives monthly reports from the service provider and the forum regularly meets and discusses. The capacity of the programme was critical for the past two years, but now increased support has been given. The main proof of this is the support from Corporate Headoffice and the Volvo award for 2010. Annually a survey is sent out to all employees to access



their needs and what the programme requires and once this has been established the committee and management put together a budget.

The very successful Women's Day Programme was recently launched due to the need identified to address the gender issue more closely. The purpose of the day was to create support amongst all women in Volvo and let them know that the company is there to provide care and be non-judgemental.

The VCT is very high during induction and is available ongoing. Furthermore, there is now weekly counseling on all issues at the plant as the participation is so high that the company needed to add more dates. The Employee Support Programme and the monthly counseling have also been very successful. VCT has therefore been increased to a monthly basis. Additionally, the number of counseling days has been increased in order to ensure that the demands of employees are met. Through the Employee Support Programme employees are able to access the programme and visit the service provider off site.

The service provider assists in ensuring that the disease management is carried out effectively for patients registered through the medical aids. Initially, not all employees were on medical aid since premiums are too high. The board then decided to source a specific medical fund and fully subsidize the premiums. Now all employees as well as their immediate families are covered. All employees thus belong to a medical fund and have access to treatment and should they leave they are covered for three months.

In February 2010, Volvo Southern Africa donated a mobile clinic to Star for Life. The clinic has been deployed in rural Northern Natal, primarily to high schools participating in the Star for Life programme being sponsored by the company. Services provided include basic health education and screening for malaria, diabetes as well as sexual and reproductive health and voluntary counseling and testing (VCT) for HIV.