

SWHAP Southern Africa Regional Newsletter July 2014

HIV and Wellness Management Standard stake holder sensitisation

SWHAP in partnership with the Standards Association of Zimbabwe, the International Labour Organisation (ILO), SAfAIDS, and Zimbabwe Business Council on AIDS (ZBCA) held a breakfast meeting in Harare to sensitise stakeholders from the private and public sector on the HIV and Wellness Management Standard. The objective of the meeting was to garner support for the standard which is currently under development and to enhance ownership and commitment. Guest of honour Dr Magure, Head of the National AIDS Council, acknowledged human capital as the most important asset in the workplace and thanked those present for prioritising HIV issues in the workplace.

The Standard once developed should position HIV and wellness management as an asset management response, providing a platform for structured action and a code of good practice for management. This should improve access to services for employees and their families.



Ngoni Chibukire, SAfAIDS, David Mutambara, ZBCA, Edith Maziofa-Tapfuma, SWHAP, Mr Siringani, SAZ, Mrs Gadzikwa, SAZ, Ida Tsitsi Chimedza, ILO

Sandvik Zambia at the Agricultural Show

Congratulations to Sandvik Zambia who were awarded a prize in the Sustainable Business category at the Copperbelt Mining, Agriculture and Commercial Show in Kitwe. This was due in part to

the company's HIV and Wellness Programme. As with last year Sandvik offered VCT and health screening for blood pressure, malaria and blood sugar at their exhibition stand. More than 1800 tests were conducted over the five days. 12 people tested positive for malaria whilst 26.9% of people who participated in VCT tested positive. All those needing treatment were referred to healthcare centres.

Scania Truck Namibia Wellness Day

Scania Truck Namibia held a wellness day for employees and their families on the 5th of April. Screening was also open to the public who took up wellness tests such as cholesterol, glucose and blood pressure. 50% of Scania employees participating in VCT learnt their status for the first time. Major health risk factors identified included HIV with a 8.3% prevalence rate, lack of exercise and blood pressure with 22.7% of people screened having blood pressure readings over 140.

In more news from Scania, Scania Hazida in Zambia recently trained seven Peer Educators at their offices in Lusaka. Scania Hazida joined the SWHAP programme in 2013.

Networking

CEO

CEO meetings were held in Zambia and Zimbabwe and were attended by senior management from SWHAP supported companies and their supply chain. The theme of the meetings was "Wellness a Strategy for Optimising Productivity". Technical insights were shared on improving wellness programmes including; strong management involvement and commitment, budget and resource allocation, mainstreaming, monitoring and evaluation as well as networking.

Peer Educators

In Zimbabwe 52 Peer Educators attended a meeting which looked at wellness with particular focus on cardiac conditions, sexual response cycle and

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Contact: Southern Africa Regional Coordinator Mrs Edith Maziofa-Tapfuma edith@swhap.org + 263 772 235 399 or visit www.swhap.org

dysfunctions, the role of wellness ambassadors and discussions on property and inheritance (after life wellness for spouse and children). Whilst in Zambia, Peer Educators explored issues around masculinity which fuel high risk behaviours. The Peer Educators in Botswana discussed and shared ideas on workplace wellness programmes. Participation from Namibian colleagues allowed for inter-country networking.



Group discussions at Botswana Network Meeting

Baseline Surveys

In May workplace employee health baseline surveys were conducted at Atlas Copco in Botswana and at Tusilago in Zimbabwe. The purpose of the surveys was to establish the health status of the companies and to identify areas for improvement that can potentially impact productivity, reduce absenteeism and minimise health care costs. As well as Voluntary Counselling and Testing (VCT) employees were screened for diabetes, blood pressure and Body Mass Index (BMI). There was 73% VCT uptake at Tusilago with four people learning their status for the first time. Pre-test and post-test counselling were routinely offered focusing on prevention. Employees were encouraged to adopt healthier lifestyles incorporating good nutrition and regular exercise. HIV risk perception was also addressed and prevention strategies such as correct and consistent condom use were emphasised.

Peer Educator profile



Zibanayi Kwenda, Sandvik Zimbabwe

During June Zibanayi Kwenda, a Peer Educator from Sandvik Zimbabwe co-facilitated three meetings at Ngezi Mine reaching 40

employees. The meetings addressed HIV prevention and stress management.

What motivated you to become a Peer Educator?

I saw a close relative dying from AIDS and chose to be a Peer Educator to assist others.

What is your Peer Educator power principle?

Getting new ideas from close workmates and disseminating information.

What are the best things about being a Peer Educator?

Educating people about HIV stigma and how to stay positive

Does peer education contribute to behaviour change in the workplace?

Yes it does, in our workplace there are some people living with stigma but through education they have accepted their condition.

What challenges have you faced as a Peer Educator and how have you overcome these?

Sometimes it takes time for people to understand when you are educating them about staying positive. As a Peer Educator I have to make sure that such people get enough information so that they won't be affected by stress.

What advice would you give to other Peer Educators?

Peer educators must always be prepared to get more information and educate others especially those who are living with stigma.

Message from the Southern Africa Regional Coordinator – Edith Maziofa-Tapfuma

Since start of the year, we have been discussing the transition, application and enhancement of workplace wellness interventions. In the regional P.E network meetings, many P.Es asked if non-communicable diseases (NCDs) were the same as chronic conditions? The answer is **YES**, practitioners often use these terms interchangeably. An NCD is a chronic condition not passed from person –to–person. The risk factors are lifestyle and/or genetics. NCDs often develop over a long period of time **BUT THE GOOD NEWS is that they are PREVENTABLE.** SWHAP remains committed to supporting partners to conduct health risk assessments, including clinical screening for risk factors such as HIV, blood pressure, cholesterol, blood sugar and BMI tests which will provide the baseline for your interventions. Congratulations to companies that have completed their baseline tests. Please don't feel overwhelmed by the term "Wellness" it's easier to get started than you think...**1,2,3 let's go!!**

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