



## Winner of SWHAP Achievement Award 2014 - Category for Most Comprehensive programme



*Scania South Africa, winner of Most Comprehensive Programme 2014. From left, Emmanuel Modikwane, SWHAP, Jacob Graff, SWHAP, Gail Roberts, Scania South Africa and Mary Mabebe Kau, SWHAP.*

**The Board of the Swedish Workplace HIV and AIDS Programme (SWHAP) is proud to announce the winner of the SWHAP Achievement Award 2014 in the category for Most Comprehensive Programme. The award goes to Scania South Africa in recognition of its successful and sustainable workplace programme on HIV and AIDS and wellness.**

Scania has been in the SWHAP network since 2006. During this time they have established a comprehensive workplace programme that is mainstreamed into the company's governance and operational framework. A good example of this can be seen in the Driver Training Programme, where customers who buy Scania vehicles are trained on how to use them effectively. The training includes an HIV and AIDS component which is now improving the organisation's Broad-Based Black Economic Empowerment BBEE scoring.

Scania has a comprehensive disease management and employee support programme with excellent monitoring and reporting systems. Proactive Voluntary Counselling and Testing means that monthly screening and counselling is conducted throughout the country at all Scania sites. Needs assessments are conducted for all positive employees and targeted interventions developed. The employee support programme assists in early diagnosis, access to treatment and continuous support for employees and their families. Regular reporting means that at any given time the organisation is aware of the number of employees that are on highly active antiretroviral therapy (HAART) or that are Pre-HAART. Currently 95% of Scania employees are aware of their HIV status and 44 out of 55 positive employees are on treatment. The company also provides 100% support for workers employed on a casual basis if they test positive. Likewise with wellness, Scania has screened its employees in order to understand the health risk profile of the company for optimum employee health management and support.

Through its community outreach programme Scania has targeted specific vulnerable groups, including female apprentices and truck drivers. Through its Road Safety and Wellness Campaigns (Christmas and Easter), highlighting the importance of driver health as part of road



safety, Scania screened and tested over 1000 drivers during a six month period, achieving a 94.45% VCT uptake. These campaigns were widely publicised in the media.

The Board congratulates Scania for its comprehensive approach to addressing the health of its employees and for community outreach initiatives based on the core competencies of the company.

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The SWHAP Achievement Award has been given out since 2008. In 2014 the five categories for the award are Most Comprehensive Workplace Programme; Best Progress in Workplace Programming; Peer Educator Achievement Award; Best Supply Chain; and Most Innovative Intervention. The assessment for the Most Comprehensive programme award was carried out through an extensive self-assessment questionnaire comprising 17 questions and 68 benchmarks followed by thorough review by the SWHAP team. For more information on the award, please contact [info@swhap.org](mailto:info@swhap.org). For more information on the Swedish Workplace HIV and AIDS Programme, please visit [www.swhap.org](http://www.swhap.org).

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