

HIV/AIDS PROGRAMME ELEMENTS

Governance and Strategy

Avmin has developed an HIV/AIDS policy and programme framework to be used by all operations.

- **Policy guidelines:** to manage HIV/AIDS in the workplace, including prevention, VCT, non-discrimination, confidentiality and disclosure, performance management and termination, stakeholder consultation, and education and awareness.
- **Strategic plan:** a process to assess internal and external situations, from which key issues can be focused on.
- **Governance committee:** A four level structure of committees, from strategy and policy development down to operational committees engaging all stakeholders.
- **Management education:** to improve skills in managing employees living with HIV.
- **Economic impact and audit analyses:** to measure closing the strategic gaps.
- **KAP surveys:** on employees, management and clinical/counselling staff to guide strategy and change behaviours.

Prevention

Avmin internal prevention and awareness programmes.

- **Education and awareness programmes:** aimed at changing behaviour and improving knowledge.
- **Peer education and counselling:** aimed at a 1 PE to 50 employees ratio
- **Free condoms:** distributed for free at high traffic worker areas
- **Syndromic management of STIs** through mine clinics.
- **Provision of antiretrovirals:** for MTCT, rape and occupational exposure.

Employees living with HIV/AIDS

Programmes to care and support HIV+ employees.

- **CIVCT:** a programme adhering to WHO guidelines with both pre and post test counselling. The service will be provided either through company clinics or service agreements with local providers.
- **Prevention:** of transmission to uninfected partners.
- **Wellness programmes:** aimed at increasing immune systems of infected employees.
- **Family support:** aimed at assisting employee families in dealing with an HIV+ partner/spouse.

Benefits

To provide a suite of benefits to support employees.

- **Medical incapacity:** a process to determine when it is beneficial to both employer and employee for a termination of service.
- **Retirement and death:** designed to assist employees after leaving service and dependants after death.

Testing and Tracking

The “measure in order to manage” process.

- **Prevalence testing:** every second year to regularly update global HIV+ status.
- **Risk Analyses:** every other year to predict global HIV+ status.
- **Database:** tracking key indicators and trends.

Continued Employment

Forward planning of stable and productive workforce.

- **Succession and recruitment planning:** to ensure that a productive workforce is maintained, including training.

THE HIV/AIDS SCORECARD

The HIV/AIDS Scorecard is a quantitative assessment tool that has been developed to perform an objective audit of the operations in certain key areas. Essentially the model summarises 39 interventions into six categories. These six categories can be illustrated in a three by two matrix.

Individual and Company Categories Matrix

Individual	Preventative	Employees Living with HIV	Benefits
Company	Strategy & Management	Continued Employment	Testing & Tracking

On an individual employee level:

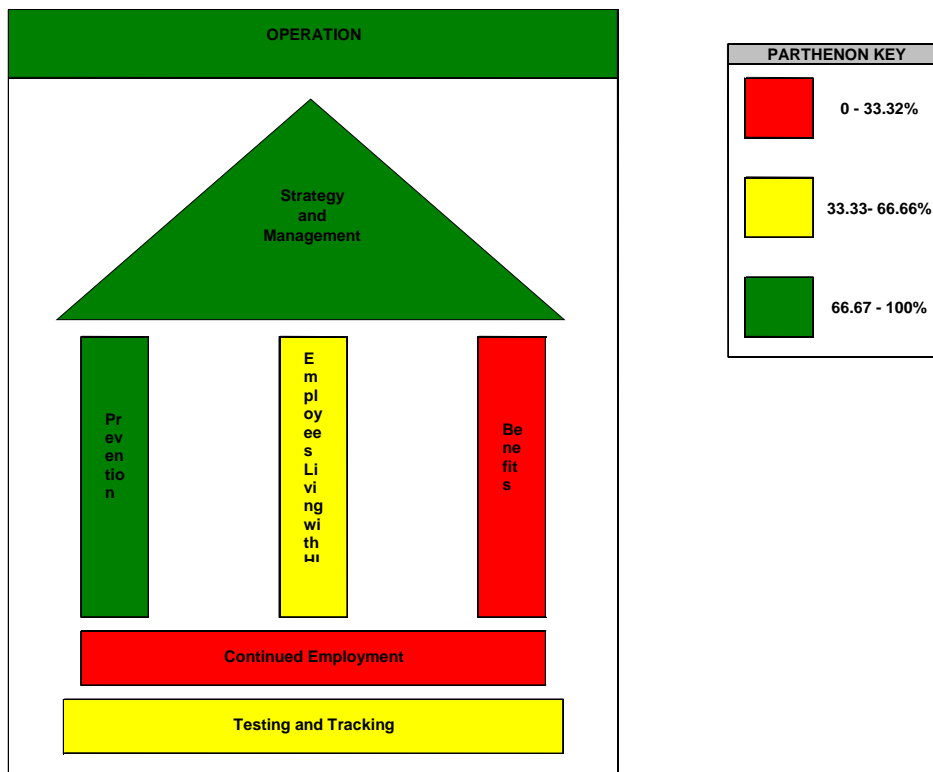
- **Prevention** - considering that 86% of Avmin employees are HIV negative these interventions are especially required. "Prevent new infections" is Avmin's primary objective.
- **Employees Living with HIV** - for those 14% that are infected, and whilst they are still in service, certain interventions are required.
- **Benefits** – when employees reach a point that they are not capable of performing their duties the various benefits kick-in.

At a company and management level:

- **Strategy and Management** - this ensures that the bigger picture is addressed and that the issues to be managed are understood and communicated to all stakeholders.
- **Continued Employment** - this enables succession to transpire as seamlessly as possible.
- **Testing and Tracking** - this is the backbone of the measuring and monitoring process.

The above matrix was changed to depict a strong old Greek building with three columns, which are the three individual categories. Without people there is no organisation. The two foundations categories are testing and tracking and continued employment, and strategy and management, the roof, provide the shelter, the barrier against the HIV/AIDS attack. Over a set period of time the aim will be to get all six categories scoring above 67%, and into green, on an objectively assessed basis.

HIV Scorecard / Parthenon



PROGRAMME LOGO



The above mentioned Parthenon is depicted together with the red HIV/AIDS ribbon, which is worn in support of those affected and involved in conquering this epidemic. The ribbon wraps around the three “employee” pillars – embracing and supporting the lives of employees – and then touches the three “company” interventions, thereby linking the six categories into one system.