

## ANNEXURE SIX:

### PRESENTATION BY COLETANE CAREY, HIV/AIDS DESK, DEPARTMENT OF LAND AFFAIRS, PRETORIA

#### DLA HIV /AIDS PROGRAMME

The DLA's response to Hiv/Aids will be briefly outlined as follows:

- ❖ Internal prog (staff)
- ❖ External prog (land reform beneficiaries)
- ❖ Outreach prog (community outreach work with Aids service org)
- ❖ Challenges

In May 1999 a permanent Aids coordinator was appointed to spearhead an Hiv/Aids response for the DLA .

#### **Internal Aids Program**

To initiate the Aids programme, a needs assessment questionnaire was circulated as a way of fostering participation & informing service delivery. The questionnaire was an attempt to gain levels of awareness, knowledge of basic facts & attitudes towards Hiv/Aids.

156 staff responded out of a staff compliment of +\- 2800 ,,just one indicator of the initial resistant to the Aids prog.

Together with the questionnaire, a draft Aids policy was circulated for inputs and comments. This was met with an even poorer response.

However despite the initial resistant to the prog, the DLA has made some progress:

- ❖ **The DLA has a dedicated Aid budget of R800 000 & a full-time national Aids coordinator**
- ❖ **The DLA has an Hiv/Aids policy that was finalised and launched in all 9 provinces on 18 August 2000**
- ❖ **Hiv/ Aids is a standing item at the EXCO (management) meetings**
- ❖ **Aids committees have been established in all 9 provinces ( although some are more functional than others**
- ❖ **The DLA actively participates on the Interdepartmental Committee on Hiv/ Aids (IDC) which is a forum for all National Govt. Depts Aids prog**
- ❖ **An Hiv/Aids business plan has been developed - with some of the strategies being implemented:**

**Awareness prog:-**

Aids calendar events whereby staff have been mobilised to participate (condom week, candle-light memorial day , copper coin collection, Women's day, Aids dramas , World Aids Day celebrations, Aids t-shirts, badges and caps have been procured for all staff & t-shirts were worn on the 1<sup>st</sup> Friday of the month to show support for the prog & to heighten awareness, Aids candles & banners have been distributed to all provinces)

**Education Programmes**

A module entitled "An introduction to Hiv/Aids " is being conducted throughout DLA offices countrywide & is part of the induction course

Four 3 day peer education workshops have been conducted for Aids committee members countrywide

A 1 day Aids and the Law workshop was held for the legal services directorate to bring them on board Hiv/Aids issues

- ❖ **Secondment of a PWA form the DOH** – she was appointed in August 2001 to strengthen the Aids programme
  
- ❖ **Monitoring and evaluation tools have been developed to assess the impact of the programme**
  
- ❖ **The DLA participates in the IDCs commitment campaign which is part of the government sectors reponse to the 'Partnership Against Aids' campaign that was launched on 9 October1998.** The DLA's commitments for 2001-2002 are:
  1. to establish linkages between implementation of land reform projects for beneficiaries & Aids prog
  2. to develop a support prog for infected and affected staff
  3. to sustain the involvement of a PWA in order to strengthen the DLA Hiv/Aids prog
  4. to establish community outreach prog. with national and provincial Aids service organisations

### **External Programme:**

**As stated in the policy the "DLA recognises its responsibility in the national fight against Hiv/Aids and shall use its resources to reach all land reform beneficiaries & to advocate for them to develop Hiv/Aids responses".**

Extending the Aids prog to land reform beneficiaries is still very much in the planning phase & the timing of this seminar is most opportune for the DLA.

Our plans are as follows:

#### **Phase 1 - Situational Analysis**

Introduction of Aids prog

Information gathering - factors increasing risk if STD/Hiv infection eg.

Male/female migration, poverty, condom availability, sexual activity risk

Existing community structures-eg. Municipal clinics, NGOs, CBOs, traditional healers, ASOs

Work with planners to obtain information, STDs treated by traditional healers, known AIDS deaths, condom availability

Report on Situational analysis

#### **Phase 2- Establishing Hiv/Aids committees and Community links**

Work with planners to est Hiv/Aids sub-committees

Prioritise key concerns around Hiv/Stds/Aids

Link beneficiaries to local resources - eg. Clinic for testing & condoms,

ATICS for training, Hospice around care, Nutrition Packs- Dept of

Agriculture, income generating -NGOs /Private sector

#### **Phase 3- Implementation**

Aids Awareness ; Talks by Hiv positive people, Aids dramas, puppet shows

Aids Education ; selecting & training peer educators

Care & Support; linking caregivers for training eg. Hospice

Monitor impact

## Challenges;

- ❖ Hiv/Aids is not the centre of DLA's planning
- ❖ Lack of commitment & insight into the impact of Hiv/Aids by some managers and staff
- ❖ Lack of urgency of impact of Hiv/Aids
- ❖ Lack of human capacity for the Aids programme -(eg. no admin. assistant,insufficient capacity for external prog
- ❖ Hiv is not integrated into land reform prog
- ❖ Problems cascading activities down to provinces
- ❖ Committee members not given sufficient support as Hiv is not their line function
- ❖ Aids is seen as a black disease thus lack of participation by lot of white staff in the Aids prog
- ❖ Care programme for staff & beneficiaries not yet developed
- ❖ Managers have not been trained on Hiv/ Aids issues although plans were discussed at the beg of 2001 around this
- ❖ No coordination of Land Affairs & Agriculture re Aids prog

# DEPARTMENT OF LAND AFFAIRS

## HIV/AIDS POLICY

### 1. Mission statement

The DLA acknowledges the seriousness of the HIV/AIDS epidemic and therefore commits itself to reduce the spread of HIV/AIDS and to limit the economic, social and political consequences to DLA staff and beneficiaries through effective HIV/AIDS programmes.

### 2. Principles

The DLA shall ensure that:

- (a) People with HIV/AIDS have the same rights and opportunities as people with other serious or life threatening illnesses
- (b) No person with HIV/AIDS or perceived to be living with HIV/AIDS is discriminated against in appointments, promotions, training, employee benefits or dismissal proceedings
- © The confidentiality of medical information concerning HIV infected staff is maintained at all times
- (d) Staff are provided with sensitive, accurate and up-to-date education about reducing the risks of HIV infection
- (e) Non-discriminatory employment practices and educational programmes about HIV/AIDS are endorsed by the highest levels of management

### 3. DLA response to HIV/AIDS

The DLA response shall be multi-pronged comprised of management strategies, a workplace programme and a programme of national, inter-departmental and community participation.

#### (1) Management strategies

##### (a) *Structure and co-ordination*

- (i) The DLA shall appoint a National HIV/AIDS Co-ordinator
- (ii) Provincial HIV/AIDS Committees shall be established in all provinces with representation from the PDLA, Deeds, the Surveyor General, Surveys and Mapping and the Regional Land Claims Commission
- (iii) A National HIV/AIDS Committee shall be established comprised of representatives from each of the Provincial HIV/AIDS Committees, the national office and including representatives from senior management

##### (b) *Commitment*

- (i) Management shall regularly demonstrate commitment to the HIV/AIDS programme

- (ii) Management shall be responsible for creating a culture within the Department of non-discrimination, openness and support around HIV/AIDS

© *Integrating HIV/AIDS into management practices*

- (i) All policies and employment practices shall comply with relevant legislation with regard to fair treatment of infected and affected employees
- (ii) Targets related to responsibilities in respect of the DLA HIV/AIDS response shall be incorporated into the PPMS of all supervisors
- (iii) Strategies aimed at managing the epidemic in DLA such as conducting risk profiles, impact assessments, and developing skills succession plans shall be implemented
- (iv) Existing data shall be regularly reviewed in order to identify trends within DLA

(d) *Employment policies and practices*

- (i) Uniform benefits shall be provided to all employees regardless of their HIV status
- (ii) Any employee with HIV/AIDS shall be treated fairly and equitably (in terms of personnel assessments, reasonable accommodation etc)

(e) *Budget*

Provision shall be made in the national budget for implementation of the HIV/AIDS policy

**(2) Workplace (internal) programme**

(a) *Prevention*

- (i) DLA shall conduct regular HIV/AIDS awareness activities and participate in national campaigns
- (ii) Education programmes shall be run for all levels of staff, including for new recruits during induction, and for management

(b) *Care and support*

- (i) Counselling shall be promoted and access to HIV testing and counselling facilitated
- (ii) Health seeking behaviour, particularly related to STDs and TB, shall be promoted and supported
- (iii) A wellness management programme shall be developed and implemented

© *Workplace safety*

Guidelines on workplace safety and on accidents involving occupational exposure to blood shall be developed, disseminated and implemented

**(3) Programme of national, inter-departmental and community participation**

(a) *Beneficiaries*

- (i) The DLA recognises its responsibility in the national fight against HIV/AIDS and shall use its resources to reach all land reform and other beneficiaries and to advocate for them to develop HIV/AIDS responses
- (ii) Assistance shall be provided to land reform and other beneficiaries with their HIV/AIDS related programmes

(b) *Partnerships*

- (i) Partnerships on HIV/AIDS which exist within the DLA's sphere of influence, with Government, the private sector, NGOs and civil society, shall be maintained and strengthened

- (ii) DLA shall participate in inter-departmental and national forums and activities to ensure a uniform and concerted response to HIV/AIDS in line with the priorities of the national response

#### **4. Policy implementation and review**

- (a) The DLA HIV/AIDS policy shall be communicated to all staff
- (b) Responsibility for developing, co-ordinating, implementing and monitoring the policy shall reside jointly with the National HIV/AIDS Co-ordinator and the Provincial and National HIV/AIDS Committees
- © Regular reviews of the policy shall take place, in consultation with staff

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