



THE BBCA News

Botswana Business Coalition on HIV/AIDS

2011, Vol 1 - May 2011

Feature Story

HIV/AIDS, a priority for Wilderness Holding Ltd Finalist in the GBC Awards for Business Actions.

Each year, the GBC Awards for Business Action on Health, highlight outstanding company achievements. **Wilderness Holding Limited secured a place as one of the finalist in the Workplace/Workforce Engagement category of the awards.** The Global Business Coalition (GBC) on HIV/AIDS, Tuberculosis and Malaria (GBC), is the world's largest group of businesses dedicated to fighting HIV/AIDS and promoting the health of employees and the communities where they work. 38 finalists have been shortlisted for the 2011 Awards for Business Action on Health, representing exceptional programs in each awards category.

Wilderness is a conservation organisation and ecotourism company that specialises in memorable wildlife experiences in some of the most remote and pristine areas in southern Africa. In this way it offers its guests private access to southern Africa's finest wildlife areas, while remaining fiercely committed to protecting the continent's precious natural and cultural resources and empowering rural communities in the process.

HIV/AIDS Profile

Operating throughout Southern Africa with approximately 2 800 employees in 7 countries, Wilderness has long recognised the challenge presented by the HIV epidemic on both the company itself and the risk imposed to the employee group. Since 2003, they have developed a programme that has

HIV/AIDS program for employees and their dependents, including HIV Task Teams, VCT and treatment services, outreach and access efforts in many locations in Southern Africa including Maun, Botswana.

allowed us to manage the effect of this epidemic on both the business as well as the affected individuals.

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Source: Company profile, "About Wilderness", <http://www.wilderness-group.com/>

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HIV/AIDS IS A WORKPLACE ISSUE NOT ONLY BECAUSE IT AFFECTS LABOR AND PRODUCTIVITY BUT BECAUSE "THE WORKPLACE HAS A VITAL ROLE TO PLAY IN THE WIDER STRUGGLE TO LIMIT THE SPREAD AND EFFECTS OF THE EPIDEMIC."

(From: An ILO code of practice on HIV & AIDS and the world of work)

The Program Manager's Note



Mr. Boipelo Kupe, Program Manager

It is my great pleasure to communicate with you through this edition of our informative newsletter. The purpose of this newsletter is to inform and keep you abreast of news on the

participation of the private sector in the national HIV/AIDS response. The newsletter will be a quarterly publication offered in both hardcopy and posted on our interactive website.

BBCA continues to represent the private sector at various forums organized by the National AIDS Council (NAC), the Global Business Coalition on HIV/AIDS (GBC), the Pan African Business Coalition (PABC), the Ministries of Health and Trade and Industry to name but a few. The aforementioned forums provide an opportunity for BBCA to play a critical advocacy and lobbying role to ensure that there is optimal representation and involvement of the private

sector in the national HIV/AIDS response. As BBCA we are still faced with numerous challenges which amongst them include insufficient funding which jeopardizes the long-term sustainability of the coalition, low participation of the private sector in the national response meaning most at risk members of the population are still not all being reached. We realize, as the BBCA that we still have a long and arduous road to ensuring that all members of the private sector are on board, but as long as we have a common understanding of what we are trying to achieve, together we can fight HIV/AIDS through our workplace interventions.

In this publication you will also be informed on the trainings we have conducted for the private sector so far, the upcoming events and news on the BBCA marketing strategy that we are currently developing. Enjoy!

Mr. Boipelo Kupe
Programs Manager

BBCA in the last quarter. Numbers and facts:

92 persons trained
 49 businesses received training
 5 new businesses members
 850 flyers and brochures distributed



Satisfied trainees!
 (Gaborone, Policy formulation training, 04/2011)



Source: Allan Gichigi / IRIN

HIV doesn't mean rejection at work -We help prevent the spread of HIV - We help staff living with HIV/AIDS.

HIV/AIDS, a priority for Wilderness Holding Limited.

Continued from page 1

At inception, an anonymous, unlinked HIV prevalence surveillance survey was carried out across the entire workforce. As a result Wilderness Safaris established the HIV prevalence by country operation, by age band and by job category. The process of gaining employee cooperation and carrying out the survey and feeding back the results to all, was itself a huge educational experience.

The survey provided critical epidemiological information, for example where HIV education efforts need special focus, how many employees will need HIV care and a means to cost this and make such provision. By projecting potential employee illness and health care needs as well as possible employee losses, Wilderness can now prepare and manage the disease more systematically and proactively.

Our Approach

1. Wilderness has produced an HIV policy document that commits the company to addressing the epidemic, to provide support and care to infected employees, to prevent the spread of HIV among the workforce, and to vigorously outlaw any form of discrimination or unfair treatment of employees.
2. Wilderness aims to assist those that are HIV-positive to lead a normal life.
3. The results of the HIV prevalence survey are being used to raise awareness within the company and encourage people to know their status.

Regional Task Forces

HIV Task Forces were created in each country's regional office with the mandate (and budget) to educate and support the staff of that country. Since the inception of the task forces, both VCT uptake and ART accessibility have improved considerably.

Peer Educators

Volunteers from every camp have stepped up to help

heighten awareness and create a spirit of openness and trust. The final marker of real success has been as more people disclose their HIV status to colleagues and management (in order to receive support and care) and are thus contributing as role models to the programme.

Botswana as an Example

-Wilderness Botswana employs a full time paramedic nurse, as well as three counsellors.

-All staff kitchens centralised to improve health, with staff chefs employed to improve food preparation.

-A nutritionist evaluated menus and improved the quality of the staff diet at no cost to company, but simply a change in mind-set.

-Free flights offered to receive meds and back to camp.

-Extra staff to assist operations when staff are ill.

-Staff in Maun assist at clinics and hospitals.

-Health has improved and work rate as well.

-We have done immense work in reducing the stigma surrounding this topic.

-ART are supplied for periods of three months at a time improving drug access and adherence for employees who are based in remote camps.

Conclusion

Wilderness is under no illusions that this is a difficult and demanding programme, that it will need both human and financial resources and that this is a long-term project and one which needs the highest priority and commitment. They have not yet solved all the problems, and we may never reach such a stage, but we do recognise, and are facing up to, the challenge. Wilderness has no doubt that in the long term we will manage this threat downwards and ultimately, through these efforts and work, become a better organisation. (Text adapted from : http://gbcimpact.org/itcs_node/0/0/member_profiles/2908)



Wilderness Safaris Offices



World AIDS Day



Kalamu Lagoon Camp



Mr. C. Evian - Information session

Discount on your membership renewal !

Once again BBCA would like to take this opportunity to invite you to renew your annual membership with the organization. Together we represent a significant voice and as a group we make a positive difference in combating HIV and AIDS. BBCA guarantees its membership year long support in the planning and implementation of HIV and AIDS interventions in the workplace.



We are also glad to introduce our Bring a friend promotion package! That is, if any business submit a new membership application identifying your company as having informed them of the BBCA. This reference **will result in a (25 %) discount on the renewal of your 2011-2012 membership!**

Membership is vital to BBCA and has enabled us once again, to provide support and services to the private sector combating the HIV and AIDS epidemic in the workplace.

Contact us today!

Tel: +267 3164926/7

Security Systems is building health awareness in the workplace

Security Systems is committed to educating its staff on the importance of having a comprehensive wellness program in the workplace. In all the 11 Security Systems branches, staff are taught about HIV/AIDS and other diseases such TB, Cancer, Malaria and others. Security Systems feels that it is important that their staff are aware and understands the impact of these diseases. They should also be able to identify symptoms associated to illnesses and reach for the required support for a speedy recovery.

In April Security Systems invited specialists from the Counselling Unit to the head offices where staff were offered the opportunity to receive an HIV test. Tlokweng District Council Clinic was also invited to provide testing services for illness such as blood pressure, diabetes etc.

Security Systems is able to provide all the services for its workers because of the support received from BBCA. Security Systems is one of the beneficiaries of BBCA's regular trainings and continuous technical assistance.



Mr. Frank Phatshwane, Program Officer
BBCA's main trainer

During the last Quarter, the following companies received training from BBCA

Debswana Diamond Company (Pty), Botswana Saving Bank, Permalat Botswana (Pty) Ltd, Botswana Railways, First National Bank of Botswana (FNBB), Game, Barloworld Plascon Botswana (Pty) Ltd, Standard Chartered Bank of Botswana, Camp Management Services Ltd (CMSB), Murrey & Roberts Construction, S.M.E.I., Rand Sandblasting projects (Pty), Gailey's Construction, Kentz (Pty) Limited, Kalcon (Pty), Roymec Technologies Pty (Ltd), Limited, Botswana Telecommunications Corporation (BTC), Stenographix (Pty) Ltd, Daisy Loo, Botswana, Tjose Muada Complex, The Khupe Group of Companies, Security Services Botswana (LTD) PTY, Ihawu Holdings (PTY) Ltd, Blue employee Benefits Ltd, G4S Security Services Ltd, Petrologistics Botswana Pty Ltd, Freeworld Plascon (Pty), ANBA Chemicals (Pty) Ltd, B o -



Training with African Copper PLC at Mowana

maid, Non Bank Financial Institutions Regulatory Authority (NBFIRA), Global Printers, Zebra Construction, Gaborone Private Hospital, Security Systems (Pty) LTD, Eureka Industrial Ltd, The Grand Palm Hotel Casino Convention Resort, Tshimologo Business Services (Pty) LTD, Sarha Clinic, Consolidated Contractors Company (CCC), & Beyond, Kalahari Canvas Co (Pty) LTD, Delta Medical Centre, Orient Express Hotels Ltd, Abercrombie & Ken Botswana (A&K).

Interested in becoming a leader?

Contact us and register for our next free trainings in 2011

**Business Driving
Change for a
Healthier World**

BBCA is actively representing the Business sector

During the previous quarter the organization attended the following events and meetings:



Pan African Business Coalition on HIV and AIDS (PABC) - Partner / Member forum, 14/10/2010

- Stakeholders meeting for the development of Civil Society (CSO) Capacity Building Strategy
- Consultative meeting on the 2011 –2015 WHO Global Health Sector Strategy
- Working Session on Integrating HIV and Gender issues into Environmental Impact Assessments
- World Day for Safety and Health at Work with the International Labour Organization in Lobatse
- Consultative Workshop for the Evaluation of the Role Civil Society in the national response to HIV and AIDS
- Development of the national Condom Programming Implementation
- Strategic partners: workplace wellness program sensitization seminar
- Employee Assistance Professionals Association (EAPA) Workshop
- Country Ownership Project in HIV and AIDS National Response
- Trade and Industry and HIV and AIDS Sector meeting
- Joint Oversight Committee Meeting
- Phase II launch for ACHAP
- National AIDS Council meeting
- Pre NAC meeting

**Meet us
At the BOCCIM
Northern Trade Fair
Francistown, 26-29 May**

Building your HIV/AIDS interventions on prevalence Surveys results; the examples of BPC and ACM

In an effort to monitor HIV trends amongst employees and assess the impact of existing HIV/AIDS related programs, prevalence surveys were recently conducted at African Copper Mine (ACM) and Botswana Power Corporation (BPC).

Prevalence surveys are a key stage into the development of HIV/AIDS interventions in the workplace and will also often trigger personal involvement of every individual in the company during the full duration of the project, from the testing to the program implementation.

Prevalence survey, by determining the prevalence of HIV workforce infection will help strengthen HIV/AIDS programs and assess the effectiveness of HIV prevention and AIDS management programs. Such

surveys, when done in conjunction with behavior surveys, can also help identify behavioral factors associated with HIV infection amongst the workforce. The results of these surveys will assist in establishing a baseline data for purposes of developing appropriate HIV/AIDS and Wellness workplace policies and programs.

Companies with HIV/AIDS Programs in place, such as BPC and ACM, are playing a crucial role and are proof that specific and targeted interventions based on Prevalence and Behavior surveys makes a great difference to workplace interventions.



Source: www.ilga.org

BBCA is reviewing its Marketing Strategy to better support the private sector.

The BBCA is in the process of developing a Marketing Strategy that will help promote its services, enhance its visibility and better position the organisation as the leading body combating HIV and AIDS, TB, and Malaria.

BBCA is offering various services to the Business community such as Peer education and Workplace Policy Formulation trainings with a focus on HIV and AIDS, Malaria and Tuberculosis. BBCA is now considering expanding its services to include a comprehensive wellness program providing adaptive and individualized services to the Business Community. Such services would for example include "Start up packages for workplace condoms distribution", a Health Risk assessment, or information sessions on other health related issues to be provided by businesses working in the health sector.

Piloting the Wellness package

In order to ensure a greater chance of success for these new product offerings, BBCA has decided to pilot the project. The pilot will enable BBCA to better understand the challenges, risks and best practices related to the provision of this type of services and to help BBCA design product offering which can then be marketed to various companies.

The pilot project will be implemented in the second quarter of 2011 in partnership with Go Corporate Wellness Solution and receiving financial backing from World University Services of Canada. You will certainly read and learn more about it in the next few weeks!



BBCA hosts HIV and AIDS Workplace Policy formulation Workshops

HIV and AIDS continues to threaten productivity, profitability and the welfare of employees in the workplace. One of the objectives of BBCA is to ensure that all privately owned companies in Botswana have HIV and AIDS work place policies and that HIV and AIDS programs within the workplace are implemented. HIV and AIDS workplace policies are there to guide the organization on its wellness and HIV and AIDS issues. In the last few months, BBCA conducted trainings on HIV/AIDS workplace policy formulation for private sector companies in Maun, Francistown, Gaborone, Ghanzi, Selibe Phikwe and as well as "In House trainings" for Tati Nickel and Mowana African Copper, Botswana Power Corporation and Botswana Telecommunication Corporation.



Francistown, Peer Education training 03/2011

The main purpose of the trainings was to equip the participants representing the various companies with the adequate skills that will enable them to develop HIV and AIDS and wellness policies for their companies. During these trainings participants were urged to ensure that they are involved in the policy formulation processes so that they have ownership of the policy. Namely, policy formulation whilst generally spearheaded by management should seek the input of employees will be affected by the implemented policy.

Participants were also given an opportunity to share their best experiences on policy development processes and implementation in their workplaces. A majority of businesses in Botswana have basic HIV and AIDS workplace policies in place except big companies, and most of staff is aware of the policies. Big companies like Letshego, Barclays and Botswana Power Cooperation (BPC) shared their best experiences and challenges so that other participants could learn from them and avoid some of the pitfalls they have encountered.



Francistown, Peer Education training 03/2011

Calendar of Events :

Free trainings for the business sector:

Gaborone

Workplace Policy Formulation	11 th and 12 th of
Peers Education	6 th to 10 th of June

Maun

Workplace Policy Formulation	19 th and 20 th of April
Peers Education	16 th to 20 th of May

Kasane

Workplace Policy Formulation	14 th and 15 th of June
Peers Education	18 th to 22 th of July

**Register for our
Next Free
trainings.
Contact us Today!
3166 4926/7**

Staff news



Mr. Boipelo Kupe
Programme Manager



Mr. Frank Phatshwane
Program Officer -
Capacity Building



Ms. Thabo Mphothwe
Program Officer-Information
Management



Mr. Mooketsi Tekere
Capacity Building Program Assistant
M&E Officer



Ms. Sethunya Lekgathane
Administration Assistant/
Secretary



Ms. Anouk Malboeuf
Advisor (WUSC)

Staff Movement:

BBCA has a new addition to its team: Ms. Anouk Malboeuf, an Advisor provided by (WUSC)

After 2 years of working at BBCA, Ms Banyana Kaisara left the organization to pursue a new job. We will miss her and wish her good luck in her new job.



Our staff works insanelly hard and does a great job of making sure that your working environment is a healthy one, and non discriminatory”

BCCA is getting support from Canada through WUSC!

BBCA has ventured into a new partnership with World University Services of Canada (WUSC). The two organizations recently developed a Cooperation project aiming at strengthening capacities of the Coalition and its members, to effectively implement and manage workplace HIV and AIDS prevention, counselling and support programmes. The first step of this partnership project was providing BBCA with a Volunteer who will mainly strengthen organizational development capacities of the BBCA secretariat.

ILO and BBCA pilot a program for the SMEs

BBCA and ILO (International Labour Organisation) have developed strong relationships over the past few years in supporting the development and implementation of HIV/AIDS workplace programs in Botswana. Some of the excellent work that ILO and BBCA have done is the HIV/AIDS workplace assessment tour of the construction sites and farms in Kasane District. Recently, ILO and BBCA identified the need to better engage SMEs in the Botswana HIV/AIDS national response. They worked in collaboration to provide these SMEs with a tailored and efficient HIV/AIDS intervention program named BizAIDS.

The BizAIDS program which is being implemented in other countries therefore was adapted to the Botswana context. This program aims to mitigate the impact of HIV/AIDS on micro-businesses, their owners, employees, families and the communities in which they live and operate. It focuses on very small businesses and offers constructive, practical help in dealing with the impact of HIV/AIDS on participant's business needs and operations.

The BizAIDS program is locally driven and utilizes local trainers as well as an adapted BizAIDS Tool Kit. These tools helps participants work through case examples, worksheets, and assessments. Therefore ILO and BBCA's work of adapting the toolkit to the local context was an essential first step in building the foundations for effectively implementing the program in Botswana.

The developed BizAIDS toolkit has been successfully piloted by BBCA in Palapye, and the partnership between BBCA and ILO in this project has been very fruitful. As a result, BBCA is actively looking at implementing this project in other districts and hopes that more businesses will benefit from the success of the pilot.

Did you know?

A Botswana Act prohibit the discrimination of employees because of HIV positive status.

Several policies, plans and legislative pieces have been developed to create an enabling environment for the national HIV and AIDS response. For the current reporting period these include: the National Operational Plan for Scaling-up Prevention (2008); the National HIV Treatment Guidelines published by the Ministry of Health in 2008; the new National



Guidelines for HIV Testing and Counselling, published by the Ministry of Health in 2009; the Public Service Act of 2008 which prohibits discrimination or prejudice of employees because of an

HIV positive status; and the Domestic Violence Act; No. 10 of 2008 which provides survivors of domestic violence with protection. In the context of HIV and AIDS this Act is important for removing barriers to accessing HIV prevention, treatment, care and support services for women and girls. (Source: NACA, Progress report of the National Response to the 2001 declaration of commitment on HIV and AIDS, Botswana Country report 2010)



Basics of HIV and AIDS policy formulation

An HIV/AIDS workplace policy provides the basic framework for company action to reduce the spread of HIV/AIDS and to manage its impacts. It should:

- Make an explicit promise for corporate action.
- Commit to confidentiality and non-discrimination for all employees.
- Ensure consistency with appropriate national laws.
- Encourage all employees (regardless of HIV status) to support an inclusive and nonstigmatizing working environment.
- Provide guidance to supervisors and managers.
- Explain to employees living with HIV/AIDS the type of support and care they will receive, so they are more likely to come forward for counseling and testing.
- Help stop the spread of the virus through prevention programs.
- Make the policy available to all employees, in a format that is easily understood.
- Manage the impact of HIV/AIDS with the ultimate aim of cutting business costs.

BBCA can help you develop your HIV and AIDS policy. Contact us and it will be a pleasure to support your organisation in the process.



Francistown,
Peer Education training 03/2011

“Nine of every ten people living with HIV will get up today and go to work.” Juan Somavia, Director-General of the ILO,

“Do not lose your staff during their most productive year because of stigma, discrimination, or a lack of information about, or access to, HIV and AIDS prevention, treatment, care and support” (ILO)

Take the poll!

1. Have you attended any fundraising event in 2010 yes No
2. What is your all time favourite fundraising events? _____
3. What type of fundraising event would you prefer to attend (you can tick multiple choices)?
 - Fundraising Diner with live music and entertainment
 - Auction with products provided by the Business sectors
 - Golf Tournament
 - Paid Breakfast meeting with well recognize speakers
 - Purchase of promotional/branded material
 - Raffle
 - Contest event involving business teams.
- Other : _____
3. When would you like this event to occur (month / week day) _____
4. What you fell would be an appropriate or comfortable cost for a fundraiser (per person)?

P50- P100 P101-P200 P201-P300 P301-P500 Possibly more than P500
5. Do you have any other comments or suggestions concerning BBCA and fundraising?

The survey can be filled either :

- on paper and faxed : +267 3164929
- online with Monkey Survey:
http://www.surveymonkey.com/s/2GT6VRC
- send us an email and we will email you the survey: info@bbca.org.bw
- or call us! : +267 316 4926/7

Update on the BBCA website / More ways to reach us!

Toward the end of last year, BBCA decided to revamp its website in order to give it a face- lift and much appealing and informative look. The new website is now live and available for the private sector, public and all stakeholders in the sector. The website is used to provide up to date information for the Botswana Private sector on all HIV/AIDS workplace programs, advertise BBCA new products and services, provide updates on the upcoming activities as well as promoting interactive participation of the private sector.

It is now more easy to reach us and get informed: BBCA is also on Facebook! And Twitter!

Get connected and be the first to know about coming events and trainings.

Visit www.bbca.org.bw



Gianluigi Guercia/AFP/Getty Images

Do you want to appear in our newsletter?

Since its inception in 2002 BBCA has been able to sensitize and educate a number of companies on HIV/AIDS workplace programmes. As a result to this some of the companies have HIV/AIDS workplace policies and programmes in place. BBCA has also provided trainings on Peer Education, HIV/AIDS Policy formulation and Management of HIV/AIDS In the Workplace to the different business sectors.

For more information on BBCA you can visit our offices located at BOCCIM house, plot no 5196, or visit our website at www.bbca.org.bw. Remember you can also register with BBCA and become a member. Membership forms are available from the website and our offices.

If you want your stories to appear on this newsletter kindly contact;

BBCA
Information Management Office
thabo@bbca.org.bw

Thank you!

Without the support of our partners, collaborators and donors, **BBCA's** work would be impossible!



BBCA, By the private sector, for the private sector.

BBCA's main partners:



BBCA's collaborators



Call us if you want to support BBCA in combating HIV and AIDS.
Your support and participation is vital!

Get prime placement for your advert!

This Newsletter is distributed quarterly to the Private sector in both print (500 copies), email (200) and in our website.

Contact us today at 3164926/7 to book your spot in our next Newsletter



(Gaborone, Policy Formulation training, 04/2011)

Printing of this issue was generously funded by the World University Services of Canada (WUSC).



We're on the web
www.bbca.org.bw and



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