THE NATIONAL AUDIT & REVIEW ON
HIV/AIDS
POLICIES IN THE WORKPLACE
29-30 JUNE 2016 | DURBAN INTERNATIONAL CONVENTION CENTRE | SOUTH AFRICA

AUDIT OF PERFORMANCE MANAGEMENT IN THE WORKPLACE

• Evaluation of the implementation and management of the HIV and AIDS workplace policy (from the perspective of the employees)
• Evaluation of HR policies and procedures and strategies developed to minimise the impact of HIV/AIDS on the working environment, in order to maintain quality service delivery
• Audit of leadership and commitment strategies
• Integrated educational and prevention programmes into training programmes, and evaluating of such programmes
• Continued prevention activities, like awareness campaigns, behaviour change interventions, HIV/AIDS, STI and TB education and training, and condom distribution

AN EVENT FROM
Research shows that only a very small percentage of employers in the public/private sector educate their staff around HIV/AIDS. This is due to a lack of knowledge and resources to source appropriate and effective HIV/AIDS training interventions, a general feeling in the sector that professional employees are not vulnerable to HIV/AIDS, and discomfort around offering such education and training in the workplace.

This conference will provide you with the latest information on the implementation, monitoring and evaluation of the effective responses of HIV/AIDS policies within the working environment.

With presentations from HR practitioners, CEO’s, academia and research analysts from the public and private sector’s chief thought leaders, this conference is not to be missed. The National Audit and Review on HIV/AIDS Policies in the Workplace promises to bring all key stakeholders together for an educational and innovative two days. Your attendance at this event will allow you to take the practical examples provided back to your own workplace, provide you with exceptional networking opportunities and the opportunity to learn about the latest in the implementation and monitoring and evaluating of effective responses of HIV/AIDS policies in the workplace.

Leading discussions and presentations will include:

- Monitoring and evaluation of the effective responses of HIV/AIDS policies within the working environment
- The outcome of gender equity and empowerment in the fight against HIV/AIDS
- The evaluation of the achieved targets and objectives for efficacy undertaken.
- Actions taken to improve the performance of the HIV and AIDS management system
- The medical management of infected employees – either on-site, or through referrals to appropriate services outside the workplace
- The establishment of a continuum of care, through the forming of partnerships with and the development of referral procedures to health care providers and specialised agencies
- Access to on-going counselling and support groups, either on-site, or through referrals
- Strengthening of inter-sectoral collaboration in the prevention and mitigation of the impact of HIV/AIDS
- Reformulation of Legal and policy guidelines, such as the Minimum Standards on HIV/AIDS and other Codes and policy guidelines on HIV/AIDS
- Are organizational departmental policies and procedures still consistent with the Guide on Disciplinary and Incapacity Matters issued by DPSA, which treats HIV/AIDS like all other serious illnesses, and which ensures that criteria are not HIV specific?
- Reformulating programmes that aim to prevent or reduce new HIV infections; and provide treatment, care and support to employees and their families who are infected or affected by HIV/AIDS
- Continued prevention activities, like awareness campaigns, behaviour change interventions, HIV/AIDS, STI and TB education and training, and condom distribution
- The governments effective mitigation interventions in reducing the devastating impact of the disease and poverty
- Roles played by heads of departments, employers, trade unions and employees in combating HIV/AIDS
This is your invitation to attend the The National Audit & Review on HIV/AIDS Policies in the Workplace, the only year calendar conference focused on sharing strategies around priorities, involvement, monitoring, communication, resources, resistance and reinforcement.

Designed around research with top African professionals, the conference features updates on reforms, medtech, practical case studies and address key operational issues.

By attending this event you will have the opportunity to benchmark your practices against other successful initiatives, take part in open discussions and leverage knowledge from the experiences of your peers.

This is a fantastic chance to meet and network with your colleagues who face the same challenges and have some solutions at your disposal.

Why participate in the conference?

• A new network arena for dialogue between industry leaders across sectors
• Be inspired for innovation in the implementation of strategies discussed
• Contribute to improvements of the conditions for introducing innovative products in the workplaces as a solutions provider

A Description of the Needs of Employers

HIV-related absenteeism, loss of productivity and the cost of replacing workers lost to AIDS threaten the survival of businesses and industrial sectors in the increasingly competitive global market. HIV/AIDS does not only affect workers. By claiming a large part of the urban population with disposable income and by impoverishing families and communities, it also affects the market base of African business.

According to Fasset statistics, workers within the Fasset sector are relatively young, with 63% of workers 35 years old or younger. Only 4% are in the age category 56-65. The average age varies for the different occupational groups. Average ages are as follows:

• Managers 39
• Professionals 31
• Technicians and Associated Professionals 26
• Clerical and Administrative Workers 34
• Service and Sales Workers 31
• Plant and Machine Operators 43
• Labours and Workers in Elementary Occupations 40

Figure 6: Age Distribution of Workers within the Fasset Sector (Compiled from Fasset statistics)

Statistics show that nationally in South Africa, the “high-risk” age groups are: 18-40 years of age for females, and 22-50 years of age for males. The majority of the Fasset workforce is between the ages of 20 and 55, and hence fall into the most vulnerable age group. Given the youth of the employees and the shortage of high-level specialist financial skills within the sector, the loss of intellectual capital from this sector could run into millions of Rands.
MEET AND NETWORK WITH

• HR Directors
• HIV/AIDS Coordinators
• Skills Development
• Sectorial Managers
• HIV/AIDS Committees
• Public Sector Officials
• Organisation Health Practitioners
• Academics
• Research Directors
• CEO’s, CFO’s, COO’s, CPO’s
• Decision makers and policy makers.
• Unions

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Can you provide innovative solutions to senior level strategy makers? Consider Sponsoring/Exhibiting in the conference to maximize your exposure and services to a targeted audience...

If you can help to educate the market on how to maximise continuity, speed and cost effectiveness, with your services in mind, we can provide you with a bespoke solution that will generate leads, put you front of mind with your prospects and position you alongside your key clients.

To talk through how to engage with top South Africa’s leaders at this exclusive convention please contact Talent Moyo:
T: +27 83 425 7329 E: talent@audit-roundtable.com