

HIV & TB MANAGEMENT AT ANGLO AMERICAN PLATINUM

Let's beat HIV and TB

13 June 2018

CONFIDENTIAL

RUSTENBURG BASE METALS REFINERS

KNOW YOUR STATUS

The momentum is building towards Anglo American Platinum's goal to reach the UNAIDS's 90-90-90 goal by 2020.

The world clock tick-tocks towards the 2020 vision that 90% of all people with a diagnosed HIV infection will receive sustained antiretroviral therapy. By 2020, 90% of all people receiving antiretroviral therapy will have viral suppression.

Platinum's Rustenburg Base Metals Refinery (RBMR) is consistently driving this vision by regularly hosting voluntary counselling and testing (VCT) campaigns. A VCT campaign was run at the operation from 28 March to 12 April, which gave shift workers an opportunity to take part.

RBMR encourages employees, their families and community members to get tested in an environment free of discrimination. Peer educators also informed and educated employees to recognise symptoms of HIV/AIDS and understanding the treatments available. The strategy is an attempt to get the human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS) epidemic under control and is based on the principle of universal testing and treatment.



GET TESTED... Sister Teboggo Baloys, wellness coordinator and Cynthia Mephalla, communications officer at RBMR, collaborated during the VCT campaign.



YOUR HEALTH MATTERS... Employees received towels as incentives after testing.

BE A PART OF OUR
90.90.90
INITIATIVE AND GET TESTED TODAY!

- 90%**
90% voluntary counselling and HIV testing
- 90%**
90% of HIV positive employees enrolled on the free antiretroviral therapy (ART) programme
- 90%**
90% viral load suppressed to an undetectable level



GIVING SOUND ADVICE... Nurses explained the importance of knowing one's HIV status to employees.







ENSURING PRIVACY... The CareWorks booths where confidential and free voluntary counselling and testing took place.



Aspirational Statement:

Ensure a healthy and productive workforce through effective management of hygiene risks and exposures, wellness and identified community initiatives

Value Levers	 Occupational Hygiene	 Occupational Medicine	 Wellness	 Community Health
Key focus areas 	<ul style="list-style-type: none"> Eliminate exposures to inhalable hazards and carcinogens (via PUEs) Exposure to noise and airborne pollutants ORM and critical control management Ergonomics management Musculoskeletal disease (MSD) prevention Issue-based occupational health risk & control assessments 	<ul style="list-style-type: none"> Fitness assessment Risk-based surveillance Trauma & Emergency Care Sick and Injury Absenteeism management Rehabilitation Improvement plans based on operation - specific health risk profiles 	<ul style="list-style-type: none"> Demographic & social context Health risk factors & disease profiles HIV/TB - 90:90:90 and pro-active TB Management Lifestyle risks and chronic disease management Wellness campaigns (incl. World AIDS Day) Health Promotion and Education 	<ul style="list-style-type: none"> Targeted interventions (linked to SDGs) Strategic external partnerships (NGO's, WHO. etc) Cross functional support Extend identified key health initiatives to the community Integration/alignment with other functions i.e. HR, Social performance: <ul style="list-style-type: none"> -TB & HIV -Lifestyle diseases

Key enablers

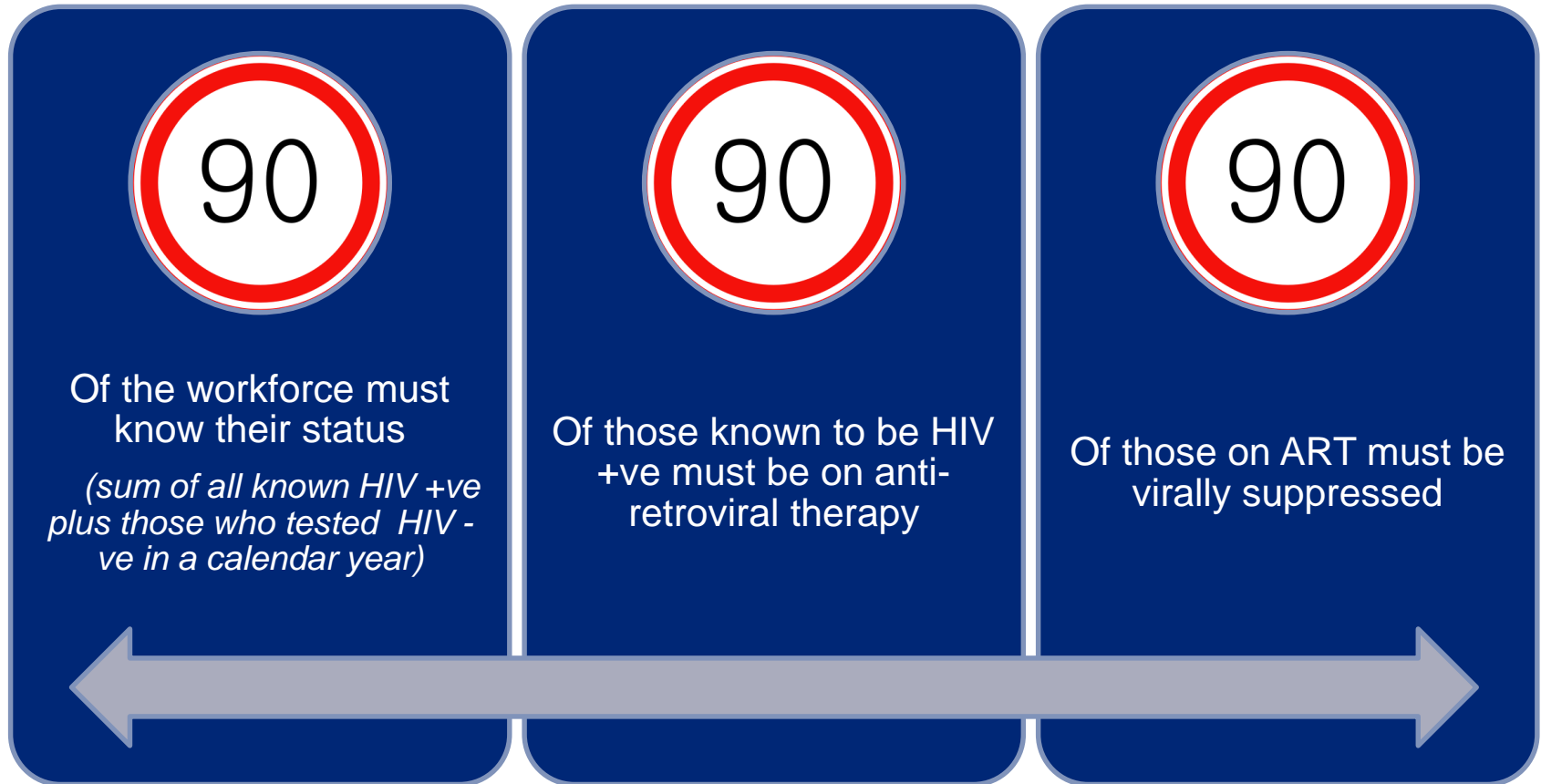
- 5-year Strategic Planning cycle
- Critical Control Management
- Interventions covering prevention, care & rehabilitation
- Better understanding of social determinants of health
- Proactive involvement in community health

Longer Term Goals

- To mitigate the effects of exposure, proactive risk-based surveillance & care programmes will be in place
- By 2022, Anglo American Platinum employees with no previous workplace exposures will not suffer from the consequences of work related exposures
- By 2020, the 90/90/90 target for HIV will be achieved
- By 2022, the approach to occupational health will have been developed into an integrated, holistic health management programme
- Where we have presence, we will partner with governments and NGOs in effective community health initiatives

EXTERNAL

90:90:90 Treatment Targets: *adopted by Anglo American Platinum*





HIV AND TB MANAGEMENT

Challenges

- Notwithstanding the high VCT participation rate, HIV +ve employees joined the HIV programme late
- Interval between “know status” and treatment initiation – too long
- High incidence of TB

77% INH Prophylaxis rollout

Active TB Screening

TB Prophylaxis

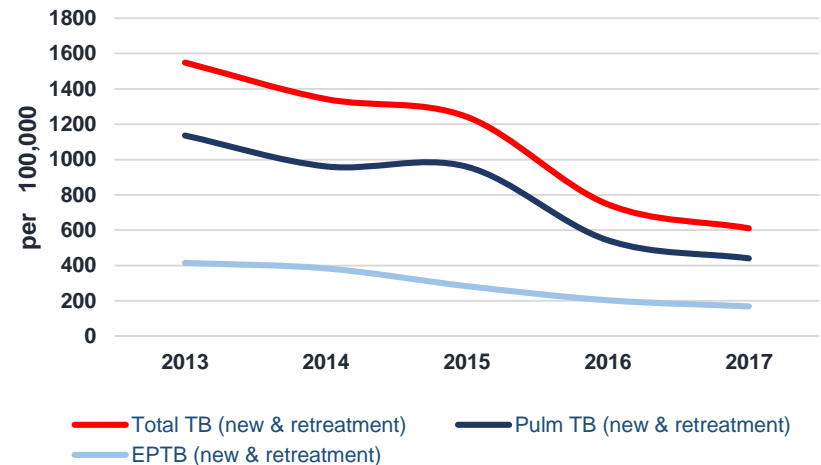
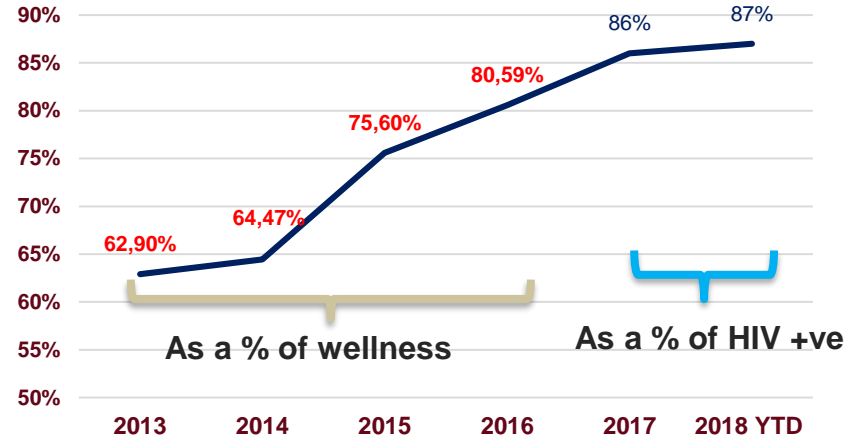
TB management

- Symptom screening at all service delivery points
- Regular surveillance related x-rays
- Wellness campaigns – screening

- Screening of high risk group
- Tuberculin test - part of protocol
- GeneXpert testing
- Isoniazid (INH) prophylaxis

- Sputum smear and culture testing
- TB medication
- Direct Observed Therapy
- Contact tracing
- Follow-up

2018 YTD – ART Uptake



2017: HIV TARGETS & PERFORMANCE

Targets

2017 Performance parameters

- 90% of employees must know their status
- 90% must be on ART
- 75% must be virally suppressed



Consolidate all VCT testing (OHC, wellness campaigns & primary care)



Integrate disease management processes and data trawling

Action

Collaboration – cross-function & with all health care service providers

Leadership support & commitment

Additional Budget Allocation
Visible felt Leadership - Leadership participating in screening
Part of culture transformation journey

Cross-function collaboration

Communications: Posters and other media platforms
Line management – Planning and scheduling of campaigns

Employee participation

Innovative incentivised voluntary counselling and testing
Wellness Ambassador Programme
Disclosure of status & sharing of life stories

Analysis

Performance



80%

90%

of all



employees will know their status



86%

90%

of all



living with HIV will receive sustained antiretroviral therapy



± > 70% (monthly)

90%

of all



Percentage of monthly tests that are virally suppressed

96% counselled

25,156 employees

20,173 (80%) of employees know their status

5,894 HIV+ve employees

5,073 (86%) of HIV+ve employees on ART

THANK YOU