

What makes a successful response to HIV/AIDS and TB?

The Anglo American Coal SA Example

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Core elements of a successful workplace response to HIV/AIDS and TB as demonstrated by AA Coal SA

- **Human rights based HIV/AIDS policy**
 - Values, beliefs and commitments
 - Non-discrimination, confidentiality, stigma reduction, gender equality
 - Prevention and treatment of equal importance
 - Commitment to employees, dependants and contractors
 - Working with partners – Trade Unions, Government, Civil Society, Development

- **Well-developed workplace programmes**
 - Leadership from the top
 - Determination and perseverance
 - HIV counselling and testing, including screening for TB, repeated annually
 - Prevention campaigns – industrial theatre, condoms, peer educators
 - HIV wellness programme for all who are HIV positive, with constant follow-up, care and support
 - Early diagnosis, early access to treatment for both HIV and TB
 - Real-time information systems

The importance of Health Information Systems

ONE PERSON, ONE RECORD, FOR LIFE An Integrated Electronic Health Record Solution



the “theHealthSource” designed by Dr Jan Pienaar

Main features of “theHealthSource” (tHS)

- Secure confidential access via the internet
- Population based, district health model approach
- Direct data capture by healthcare providers whilst they work, reducing if not eliminating the need for data capturers after the event
- Bottom up approach focused on primary healthcare providers
- Transactional system which is diagnosis driven and task flow based
- Guided healthcare process leads to standardization of activity
- System ensures accuracy of all critical data
- tHS eliminates manual reporting and substitutes automated electronic reporting, through real time capture of all healthcare transactions
- Real time reporting of Key Performance Indicators – “Health Dashboard”
- Data can be easily uploaded to collateral data reporting systems

ANGLO AMERICAN COAL SOUTH AFRICA HIV and TB DASHBOARD as at 30 September 2014

01/01/2014 - 30/09/2014											
Reporting Area	Number of Active Clients	% VCT Ever Tested	% YTD VCT Retest	Number of Active Clients HIV+	HIV Prevalence of Tested Population	% of Screening Test + Confirmed	Conversions	1st Time positive	HIV Incidence	% ART Started on Internal Programme	% Still on ART on Internal Programme
Goedehoop Colliery	1509	89.0%	99.0%	270	18.1%	97%	8	2	0.75%	71%	71%
Greenside Colliery	795	90.1%	98.5%	146	18.7%	89%	7	0	1.24%	60%	62%
Isibonelo Colliery	312	89.1%	99.4%	54	17.4%	81%	5	0	2.18%	44%	37%
Kleinkopje Colliery	748	79.1%	96.8%	129	17.8%	92%	5	1	1.06%	63%	66%
Kriel Colliery	871	87.6%	96.8%	164	19.5%	93%	4	5	0.70%	59%	59%
Landau Colliery	526	83.5%	98.5%	84	16.2%	93%	1	1	0.28%	74%	74%
Mafube Colliery	314	87.6%	98.4%	58	18.8%	72%	2	0	0.94%	53%	60%
New Denmark Colliery	943	90.4%	97.1%	182	19.9%	98%	3	2	0.47%	54%	51%
New Vaal Colliery	1159	85.6%	99.0%	146	12.7%	93%	6	0	0.71%	56%	59%
Zibulo Colliery	743	83.6%	98.5%	116	15.9%	82%	4	0	0.80%	60%	64%
Shared Services	810	89.4%	98.4%	75	9.4%	91%	2	0	0.31%	59%	52%
Anglo Coal Head Office	78	76.9%	98.7%	1	1.3%	100%	0	0	0.00%	100%	100%
Total	8808	86.9%	98.2%	1425	16.5%	92%	47	11	0.76%	61%	61%

01/01/2014 - 30/09/2014											
Reporting Area	% On ART with VL <50	% On ART with VL <400	Average CD4 Count on ART	% On ART with CD4 Count <100	% On ART with CD4 Count 100-350	% On ART with CD4 Count 350-500	% On ART with CD4 Count >500	Clients TB YTD	Clients TB Rate / 100 000		
Goedehoop Colliery	51%	75%	436	0%	0%	0%	100%	5	399		
Greenside Colliery	61%	79%	392	3%	37%	28%	33%	3	455		
Isibonelo Colliery	58%	79%	438	11%	26%	26%	37%	2	773		
Kleinkopje Colliery	57%	75%	505	3%	38%	26%	33%	2	322		
Kriel Colliery	64%	86%	443	0%	17%	38%	45%	3	415		
Landau Colliery	74%	89%	478	1%	39%	19%	40%	0	0		
Mafube Colliery	72%	86%	452	6%	29%	23%	41%	0	0		
New Denmark Colliery	70%	81%	463	5%	46%	25%	25%	2	256		
New Vaal Colliery	80%	84%	526	4%	32%	28%	37%	2	208		
Zibulo Colliery	66%	82%	423	2%	30%	23%	46%	2	324		
Shared Services	73%	88%	489	0%	35%	28%	38%	1	149		
Anglo Coal Head Office	100%	100%	444	3%	32%	23%	42%	0	0		
Total	64%	81%	455	3%	35%	25%	36%	22	301		

Target 90-90-90 progress: VCT 98% On ART 61% VL undetectable 64%

As at 30 September 2014

CD4 Count Versus VL

Advice

- Early diagnosis
- Start ART early
- Adhere to ART
- Protect self and partner from resistant strains
- Protect against TB
- Immunisations against influenza, hepatitis B, etc.
- Do not smoke tobacco
- Do not drink alcohol
- Do not do drugs
- Keep BMI in check
- Eat a balanced diet

CD4 > 500

At Significant Risk	At Moderate Risk	At Mild Risk	At Minimal Risk
9%	13%	20%	58%

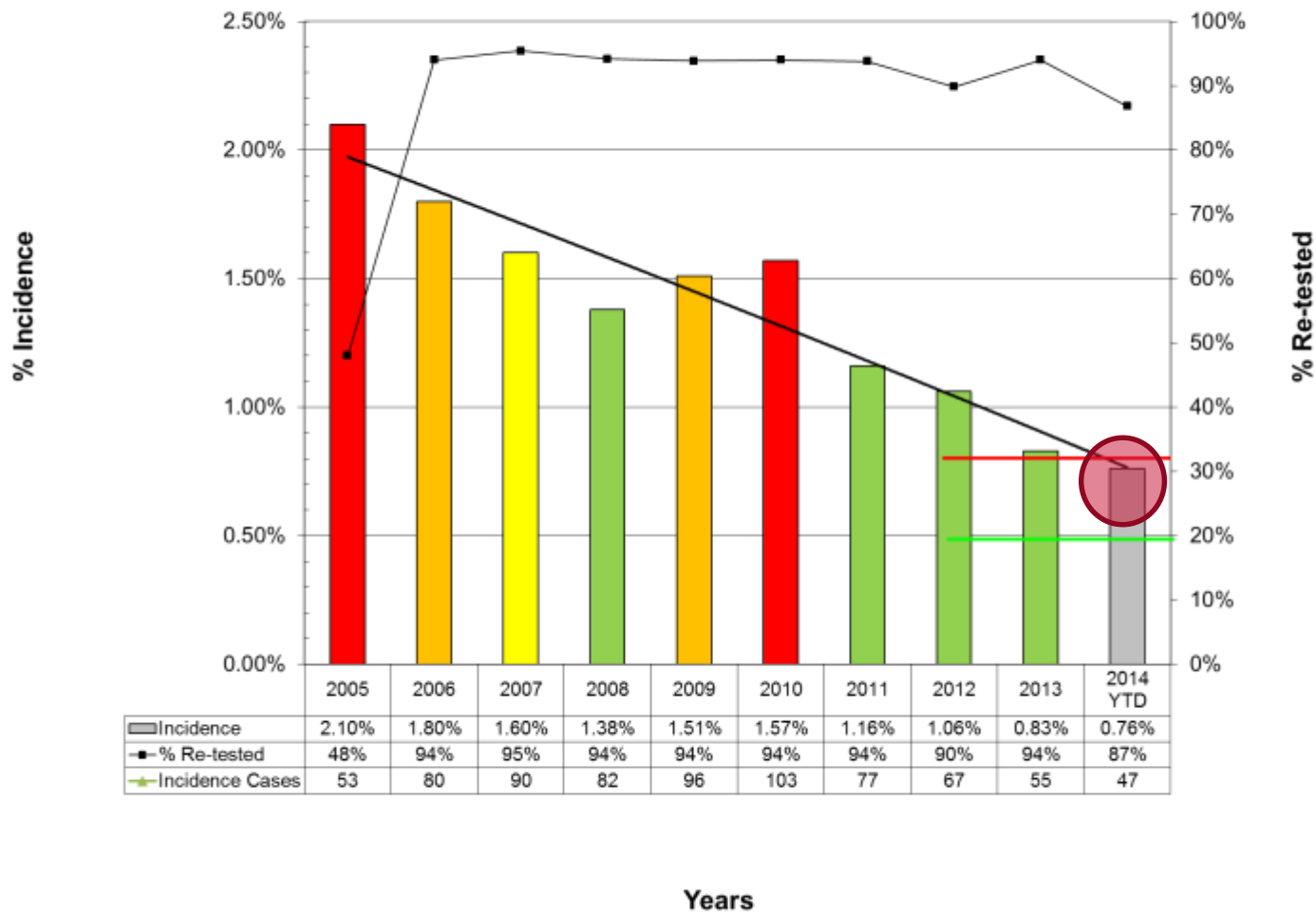
CD4 Count		Viral Load				
		>10 000	1000-10 000	400-1000	50-400	<50
CD4 Count	>500	0	6	5	49	25
	350-500	2	19	10	41	149
	200-350	18	22		29	127
	100-200	19		10	8	37
	<100		4	0	5	10

VL < 50

ANGLO AMERICAN COAL SOUTH AFRICA: HIV KEY PERFORMANCE INDICATORS

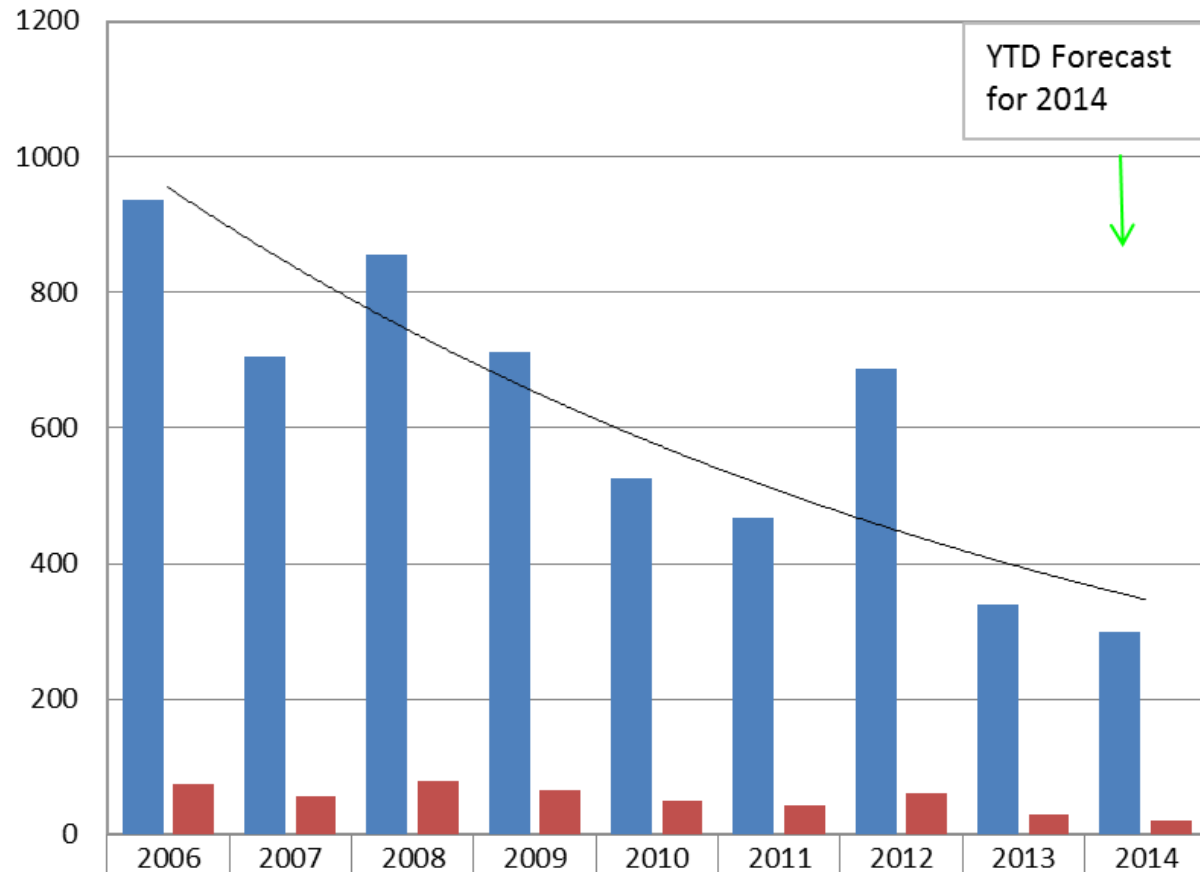
As at 31 October 2014

HIV Incidence Rate



As at 31 October 2014

TB Incidence Rate



■ Annual TB Incidence Rate/100 000	937	704	856	712	525	468	688	340	300
■ Number of TB Cases	74	56	80	65	49	43	62	31	22

The benefits of a successful HIV and TB response

- **It makes economic sense**
 - Reduced absenteeism, improved productivity
 - Reduced benefit payments from provident funds
 - Reduced recruitment and training costs
 - Reduced medical costs
 - Protection of labour skills, improved labour relations
- **It reduces the burden of disease**
 - Workforce
 - Supply chain
 - Community
- **It is a lasting contribution to sustainable development**
 - Improved health in the community becomes a direct benefit of industry presence
 - Business systems and community success create shared value for all
 - Trade Unions, Government, NGO's and Development Partners