

# **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



## **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%
<b>Total</b>	<b>8808</b>	<b>86.9%</b>	<b>98.2%</b>	<b>1425</b>	<b>16.5%</b>	<b>92%</b>	<b>47</b>	<b>11</b>	<b>0.76%</b>	<b>61%</b>	<b>61%</b>

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		
<b>Total</b>	<b>64%</b>	<b>81%</b>	<b>455</b>	<b>3%</b>	<b>35%</b>	<b>25%</b>	<b>36%</b>	<b>22</b>	<b>301</b>		

**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%

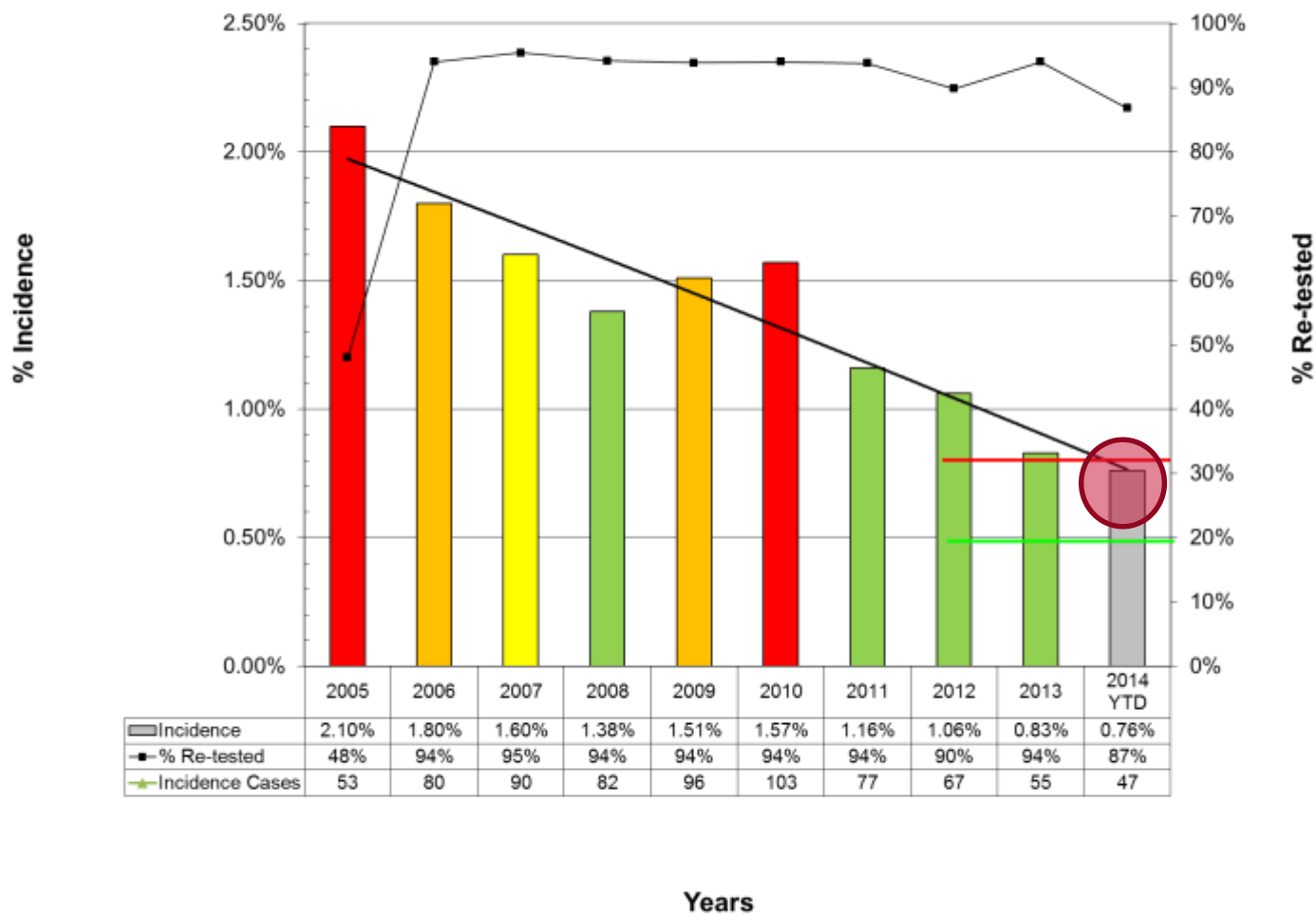
CD4 Count		Viral Load				
		>10 000	1000-10 000	400-1000	50-400	<50
>500	0	6	5	49	25	
350-500	2	19	10	41	149	
200-350	18	22		29	127	
100-200	19		10	8	37	
<100		4	0	5	10	

**VL < 50**

# ANGLO AMERICAN COAL SOUTH AFRICA: HIV KEY PERFORMANCE INDICATORS

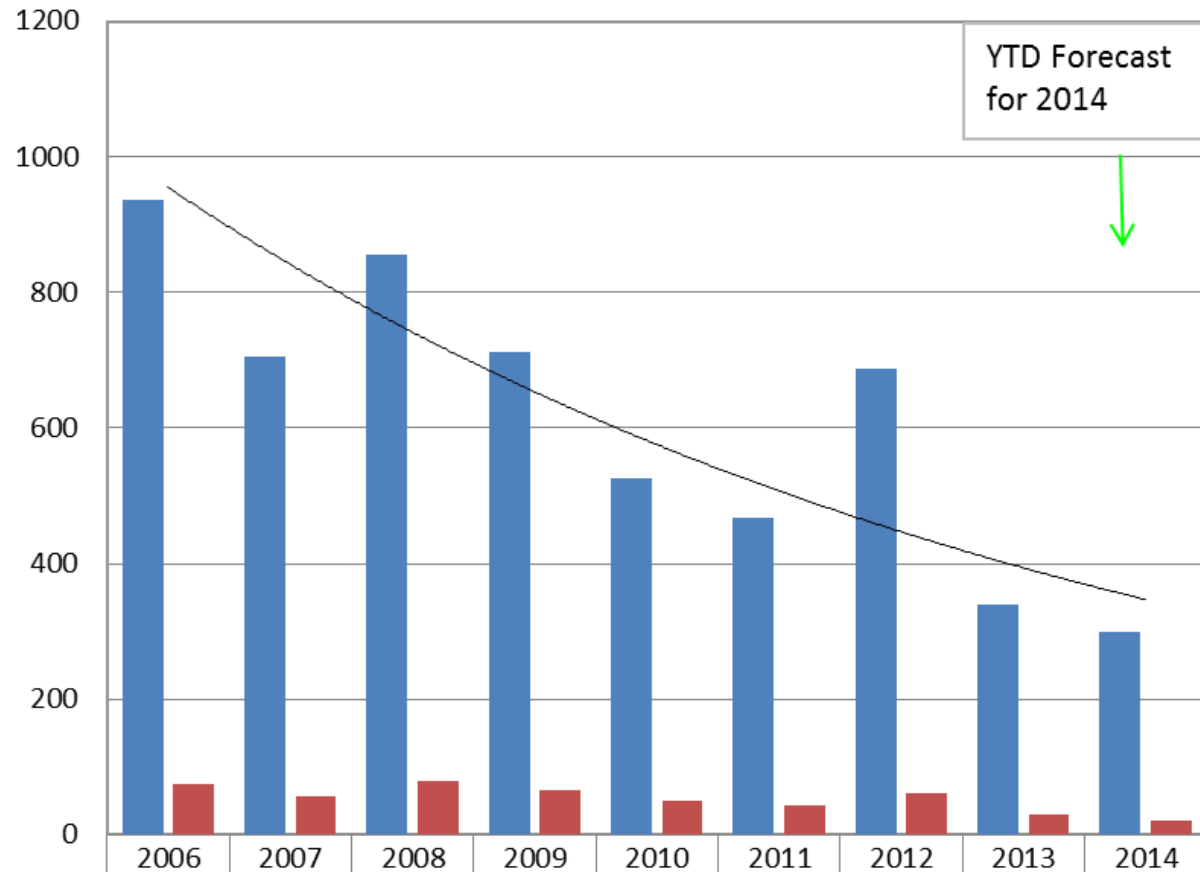
As at 31 October 2014

## 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



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## 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