

STRATEGIC OBJECTIVES

Strategic Objective 1:	COMPLIANCE WITH THE OHS ACT
Objective statement	By the end of 2017, 85% of Siyakhana SME Project members will comply with the pertinent provisions of the Occupational Health and Safety Act of 1993
Justification	<p>A healthy workplace is not only a legal requirement and an expression of fundamental human rights; a safe and conducive work environment is vital for optimal productivity and provides positive spin-offs for employers, employees and their relationships.</p> <p>In its annual report of January 2012, the SA Department of Labour reports an average workplace compliance with the OHS of 77%. They expect a 3% improvement in the coming year. The Department of Labour has recently stepped up compliance checks, causing over a thousand companies to stop production last year as a result of non-compliance.</p> <p>A survey of members of the Siyakhana SME Project conducted in early 2012 indicated that most respondents seemed unaware of the legal obligations imposed on workplaces by the OHS Act. There is further a pervasive assumption that the expenses associated with achieving compliance with the Act would be exorbitant.</p> <p>The Siyakhana mobile medical surveillance and health and safety risk advisory services are a cost-effective solution, which will promote awareness of the legal obligations and simultaneously assist SMEs to achieve compliance to the provisions of the Act pertinent to their workplace.</p>
Method of delivery	<p>Preparation:</p> <p>Significant awareness raising and management training will be necessary to sensitise SMEs to the legal occupational health and safety requirements they are obligated to meet. Siyakhana will also need to develop a delivery model that ensures the availability of suitable resources to offer legally compliant and appropriately accredited professional responses to the hazards identified at workplaces. This ground work will be completed over the first 18 months of the project cycle, culminating in service level agreements for the provision of screening and surveillance, and the facilitation of access to response services.</p> <p>Delivery:</p> <p>The execution of workplace hazard scans, health and safety education as well as the provision of health and safety risk advisory services will serve to meet this objective. These will begin in earnest once the delivery model is secured, and service level agreements are in place.</p> <p>The Mobile Clinic will move between workplaces to provide on-site medical surveillance as part of the integrated health screening service described in Objective 2.</p> <p>Once SHT has established the occupational hygiene profile of a workplace, appropriate remedial responses will be activated in consultation with the SME.</p>

Strategic Objective 1:	COMPLIANCE WITH THE OHS ACT
Resource Considerations	Personnel: Project Co-ordinator Occupational Health / Professional Nurse Practitioner Field Assistant
	Professional services: Established occupational hygiene service provider will be engaged to execute hygiene measurements identified as necessary through Siyakhana scans
	Equipment: Basic Occupational Hygiene Equipment Information Materials
	Transport: Mobile Clinic Field work
	Back office Services: Communication Consultancy Information and Communication Technology Accounting Auditing
	Administration: Rent Insurance Subscriptions Utilities

Strategic Objective 2:	REDUCTION OF ILL-HEALTH ABSENTEEISM
Objective statement	By the end of 2017, the ill-health absenteeism rate at the Siyakhana SME Project members will have declined by 10% due to the delivery of comprehensive health screening services
Justification	<p>Commonly occurring health conditions (such as HIV, tuberculosis, weight problems, hypertension, anaemia, diabetes mellitus, high cholesterol and poor vision) affect workers' well-being, attendance at work, and productivity. The accompanying negative impact on the sustainability of SMEs can be dramatic. If employees are aware of these common conditions before they become problematic, they are empowered to take appropriate preventive or palliative action.</p> <p>In addition to improving the overall health of the work force, the proactive management of these health conditions will enhance SME productivity by decreasing ill-health absenteeism.</p> <p>The member survey indicated that existing SME members have a strong appetite for this expanded service offering. The Siyakhana SME Project will integrate legally required medical surveillance into the package of services offered to member SMEs. The package will also include a packaged selection of on-site primary health care services. Referral to the established General Practitioner (GP) network will continue in instances where referral to public health facilities is not feasible.</p>

Strategic Objective 2:	REDUCTION OF ILL-HEALTH ABSENTEEISM
Method of delivery	<p>Member SMEs will receive a broadened range of services, in line with the National Department of Health's expanded wellness approach. SHT will use either the Mobile Clinic or referral to the GP network to deliver these services.</p> <p>Members will have access to five types of service:</p> <ol style="list-style-type: none"> 1. On-site voluntary counselling and testing for HIV/AIDS 2. On-site health screening services for HIV and 6 other commonly occurring conditions 3. On-site primary health care services such as family planning and the dispensing of chronic medications, including anti-retroviral therapy 4. SHT will track and monitor the burden and distribution of commonly occurring health challenges within each company over time 5. SHT will advise SME members on mechanisms to incentivise absenteeism reduction
Resource Considerations	<p>Personnel:</p> <ul style="list-style-type: none"> Project Co-ordinator Clinical Manager Nurse Practitioners Field Assistant
	<p>Equipment:</p> <ul style="list-style-type: none"> Screening equipment Clinical equipment Test kits Consumables and pharmaceutical supplies Information materials
	<p>Transport:</p> <ul style="list-style-type: none"> Mobile Clinic Field work
	<p>Back office Services:</p> <ul style="list-style-type: none"> Communication Consultancy Information and Communication Technology Accounting Auditing
	<p>Administration:</p> <ul style="list-style-type: none"> Rent Insurance Subscriptions Utilities

Strategic Objective 3:	COMMUNITY AWARENESS										
Objective statement	Siyakhana will deliver a minimum of four wellness expos, with an emphasis on HIV/AIDS, to communities in the Border-Kei region each year										
Justification	<p>Awareness of common health conditions can increase individuals' vigilance and willingness to seek assistance when necessary. Similarly, effective HIV/AIDS education can reduce the rate of new infections by equipping people to protect themselves from becoming infected with the virus.</p> <p>An important consequence of HIV/AIDS awareness-raising is the reduction of stigma and discrimination. Fear and stigmatisation of people living with HIV is most often driven by misunderstanding and distorted information. This obviously has a negative impact on people living with HIV. Additionally, it can discourage people from testing or seeking treatment, further fuelling the spread of the virus.</p> <p>While health awareness campaigns are generally most effective if delivered to targeted audiences, this practice can carry the unintended consequence of stigmatising those targeted. It can also lead to those who have not been "targeted" believing that they are considered not 'at risk' and therefore not adopting HIV/AIDS-savvy behaviour. Providing the general population with basic AIDS education is an important contributor to disseminating accurate information, promoting awareness, tackling stigma and addressing discrimination.</p>										
Method of delivery	<p>In direct partnership with Buffalo City Health, Provincial and District health services, Siyakhana will carry out health promotion activities in communities throughout the Border-Kei region.</p> <p>SMEs in each target community will be identified and specifically invited to attend the event and utilise the Mobile Clinic services, which will be available for counselling and testing at these events. Over and above dissemination of health messages, this approach is intended to promote the SME project and recruit new SME members.</p>										
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