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IMPLEMENTATION OF HIV/AIDS WORKPLACE PROGRAMME

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University of the Witwatersrand

Graduate School of Public
and Development Management

Africa's Leading School of Governance

IMPLEMENTATION OF HIV/AIDS WORKPLACE PROGRAMME IN GAUTENG PROVINCIAL GOVERNMENT DEPARTMENTS

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A research report submitted to the Faculty of Management, Law and Commerce, University of Witwatersrand, in partial fulfiment of the requirements for the degree of Master of Management in Public and Development Management.

July, 2008

ABSTRACT

South Africa is experiencing a high HIV/AIDS prevalence rate. This has a negative impact on the development of the country more especially on the socioeconomic improvement of the lives of its citizens. The Gauteng HIV/AIDS strategy and a Multisectoral response to HIV/AIDS are considered as a positive step to responding to the high prevalence rate that is evident across all age groups. The HIV/AIDS workplace programme is seen as a way of preventing or lessening the loss of skilled personnel due to ailments and deaths related to HIV/AIDS. However, there is inadequate information on the effectiveness of the implementation of the HIV/AIDS at workplace programme, in terms of codes of good practice.

The aim and purpose of the research study was to explore leadership challenges facing programme coordinators in implementing the workplace programme during the 2006/7 financial year and to find out what solutions or alternatives can be implemented in achieving the expected service delivery outputs/targets. There were three main research questions that the study seeks to answer, that is, has leadership, with commitment and focus, been a contributing factor to effective responses in the implementation of HIV/AIDS workplace programme in GPG departments; what are the common problems or challenges that are experienced by programme coordinators in implementing the programme and what creative ways can be administered to improve the present situation? Both quantitative and qualitative research was undertaken and a self-administered questionnaire was developed and administered by the researcher for data collection.

The study finds that, though there is general agreement on leadership commitment by the ten departments that participated in the study, there are some departments that require support and dedicated leaders for the effectiveness of the HIV/AIDS workplace programme. Recommendations are made in the last chapter. This study, in not so many words, calls for a policy review of the HIV/AIDS workplace programme in the Gauteng Province.

DECLARATION

I declare that this research report is my own unaided work. It is submitted in partial fulfillment of the requirements of the degree of Master of Management in the Public and Development Management in the University of Witwatersrand, Johannesburg. It has not been submitted before for any degree or examination in any other University.

_____
Lindeka Heather Moeng

July, 2008

DEDICATION

This research is dedicated to both my families, Ngcanga and Moeng, for their support and love and to all those who are infected and affected by HIV/AIDS.

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6 My dear friends and colleagues for continuous support and encouragement.

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8 My dear husband, *Itumeleng,* and our two beautiful kids, *Kico* and *Rebaone*, for putting up with my absence at times.

ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
ART	Anti Retroviral Treatment
CADRE	Centre for Aids Development and Research
CBC	Community Based Care
CBO	Community Based Organisation
CD	Chief Director
COSATU	Congress for South African Trade Unions
DFEA	Department of Finance and Economic Affairs
DG	Director General
Dir	Director
DSD	Department of Social Development
EAP	Employee Assistance Programme
EWP	Employee Wellness Programme
FY	Financial Year
GPG	Gauteng Provincial Government

GDH	Gauteng Department of Health
HIV	Human Immuno-deficiency Virus
HIVSS	HIV Impact Surveillance System
HOD	Head of Department
IDASA	Institute for Democratic Alternative for South Africa
IDP	Integrated Development Plan
ILO	International Labour Organisation
MEC	Member of the Executive Council
MSAU	Multisectoral Aids Unit
NGO	Non Government Organisation
PCA	Premier's Committee on AIDS
PEP	Post Exposure Prophylaxis
PLHA	People Living with HIV and AIDS
PMTCT	Prevention of Mother to Child Transmission
PSC	Public Service Commission
SACR	Sports, Arts, Culture and Recreation

SALGA	South African Local Government Association
STI	Sexually Transmitted Infections
TB	Tuberculosis
UNAIDS	Joint United Nations Programme on HIV/AIDS
VCT	Voluntary Counselling and Testing
WHO	World Health Organisation

TABLE OF CONTENTS

Cover Page **(i)**

Abstract **(ii)**

Declaration **(iii)**

Dedication **(iv)**

Acknowledgements **(v)**

Abbreviations **(vi)**

Table of Contents **(vii– xiii)**

CHAPTER 1: NTRODUCTIONI……1

1.1 The Problem Statement ……..2

1.2 Purpose of the Study…… 2

1.3 Background of the Research Problem ……...2-3

1.4 Research Questions……..3-4

1.5 The Significance of the Study……...4

1.6 Limitations……4-5

1.7 Conclusion……5

CHAPTER 2: LITERATURE REVIEW……6

2. Introduction……6

2.1 Progress of the HIV/AIDS Epidemic in Africa, South Africa and Gauteng…...6-7

2.2 HIV/AIDS and the South African Government ……8

2.3 HIV/AIDS impact on Economic and Social Development……9-10

2.4 Managing HIV/AIDS in the Workplace……11

2.5 Elements of a HIV/AIDS Workplace Programme……11-12
2.5.1 Prevention Programmes……12
2.5.2 Peer Education……..12-13
2.5.3 Education and Training……13
2.5.4 Treatment, Care and Support……13-14
2.5.5 Employee Assistance ……14
2.5.6 Wellness Programme……14
2.6 Leadership and HIV/AIDS……..14-15
2.6.1 Defining Leadership……...16-17
2.6.2 Leadership Commitment in the Fight against HIV/AIDS……...17-18
(i) Management Support……..18
(ii) Visible Leadership……..18
(iii) Communication……..18
2.6.3 Leadership Styles……18-19
2.6.4 Principles of Ethical Leadership……19-20
2.6.5 Leadership Challenges……21-22
2.7 Discrimination and Stigma……22-23
2.8 Guidelines for Effective Leadership……23-24
2.9 Conclusion……..24-26
CHAPTER 3: RESEARCH METHODOLOGY……**27**
3. Introduction……..27
3.1 Research Method……..27
3.2 Questionnaire Development……27-28
3.3 Study Population……28

3.4 Data Collection……29

3.5 Data Analysis and Interpretation……30

3.6 Confidentiality and Anonymity……30

3.6.1 Informed Consent……30

3.7 Reliability and Validity……30-31

3.7.1 Internal Validity……..31

3.7.2 External Validity……31

3.8 Conclusion……..31

CHAPTER 4: ANALYSIS AND INTERPRETATION OF RESULTS……..32

4. Introduction……32

4.1 The Background and Context of the Gauteng AIDS Programme……..32-33

4.2 A Multisectoral AIDS Unit within the Gauteng Department of Health……...33-34

4.3 The Role of Government Departments……..34-36

4.4 The Role of Civil Society Sector……36-37

4.5 Goals: Gauteng AIDS Strategy with its components……37

4.5.1 Reduction in New HIV infections……38

4.5.2 Increase Productive Life for People Living with HIV and AIDS (PLHA)……38

4.5.3 Facilitate Normal Lives for Children and Families Affected by AIDS…….38

4.5.4 Reduction of impact of AIDS on Socioeconomic Development in Gauteng……38-39

4.6 Gauteng Strategic Priorities for 2004-2009……39

4.7 Gauteng AIDS Programme Environmental Analysis on Leadership during 2006/07 Financial Year ……..40-41

4.8 Research Results ……..41

4.8.1 GPG Departmental Profiles……..41

4.8.2 Coding the Research Data……42

4.8.3 Variables for Analysis……42

1. Funds allocation to the workplace programme……42
2. Reaching set targets……43
3. Prohibition of discrimination in the workplace……43
4. Mandatory testing……44
5. Handling of HIV/AIDS issues……44
6. HIV/AIDS as Department of Health responsibility……45
7. Disclosure……45
8. HIV/AIDS workplace policy……46
9. Workplace Police Review……46
10. Dedicated and supportive Senior Manager for the workplace Programme……47
11. Signed HIV/AIDS Plans by SMS……47
12. Leadership role in the workplace……48
13. Leadership issues inhibiting implementation……48
14. Leadership support on HI/AIDS workplace elements……49

4.9 Interpretation and Critical Analysis of Findings……50

4.10 Conclusion ……50-53

CHAPTER 5: CONCLUSIONS AND RECOMMENDATIONS……54

5. Introduction……54

5.1 Addressing the three research questions……54

5.1.1. Addressing first research question……54-55

5.1.2 Addressing second research question……55

5.1.3 Addressing third research question……55-56

5.2 Main findings of the research…… …56-57

5.3 IMPLICATIONS OF RESEARCH RESULTS WITH IDENTIFIED THEMES……57

5.3.1 Introduction……57

5.3.2 Identified themes for effective leadership……57

5.3.3 Discussion on identified themes……57

1. Commitment and Focus……57
2. Communication……58
3. Visible Leadership……58-59
4. Management Support……59
5. Principles and Ethics……59

5.4 Suggested future research……59

5.5 Recommendations……60-61

6. Conclusion……62

CHAPTER 6: REFERENCES……63-66

Graph 1: Death rates by Age and Sex in 1997 and 2004……3
Graph 2: Impact of AIDS until 2025……7

Diagram 1: Cost of HIV/AIDS Reduces the Revenues and Profit of Enterprise (UNAIDS 2003)……10
Diagram 2: Identified Themes from Literature Review……26
Diagram 3: Themes for Effective Leadership……57

Table 1: Status for GPG departments with their participation……29
Table 2: GPG Departmental Roles and Activities……35-36
Table 3: The Civil Society Sector's Roles and Responsibilities……36-37
Table 4: Alignment of AIDS Objectives with the Five Strategic Priorities for Gauteng Government……39
Table 5: Gauteng AIDS Programme SWOT Analysis based on Leadership Issues……40-41
Table 6: GPG Departmental Profiles……41

Appendix A: Research questions

Appendix B: Approval letter to conduct research from the Gauteng Department of Health

Appendix C: Approval and permission to utilize GPG HIV/AIDS workplace programme coordinators

Appendix D: Coding spreadsheet (Microsoft Excel document)