

## CASE STUDY:

# INYATSI CONSTRUCTION



**Inyatsi Construction lost a number of employees to HIV/AIDS related illnesses in 2005.** Tragic on not only a humanitarian level, it was also highly detrimental to staff morale and to the productivity of the business. In late 2005 Inyatsi Construction supported by the SWABCHA, finalised and implemented a comprehensive Workplace Wellness Program.

The introduction of the program has seen an astounding result, with company records showing only **one employee having passed away from HIV/AIDS related illness in the past six years, and the level of absenteeism related to ill health dramatically decreasing.**

Believing its employees are the company's greatest assets, Inyatsi's Program is proactive and tackles a wide range of health issues.

### **Program Objectives include:**

- ✦ Evaluate and minimize the potential risk of HIV/AIDS and other life threatening diseases to the company
- ✦ Increase comprehensive knowledge in employees on HIV/AIDS and overall health wellness including cardiovascular disease, diabetes, cancer and the importance of looking after oneself through good nutrition, exercise, etc.
- ✦ Increases access to Health Services for employees
- ✦ Provide a supportive work environment for HIV/AIDS affected employees or employees with HIV/AIDS which includes counseling

### **Program Activities**

The Program has a Steering Committee, where both management & staff are reflected. The committee is responsible for drawing up a yearly budget & plan for wellness programmes. The program had a dedicated focal person who oversees program implementation and reporting.

The company boasts 22 trained peer educators for the staff complement of 600 (1 Peer Educator: 28 Employees). Peer Educators are allocated one hour a month to conduct awareness sessions and dialogue with fellow employees on health. Another important role that peer educators play is in the distribution of IEC materials and offering to be a support system for colleagues.



Expert Trainers are also outsourced for the program to conduct Awareness Sessions on subjects including Breast Cancer, Cancer, Nutrition, Diabetes, Drug and Alcohol Abuse, Cardiovascular Diseases, Malaria and HIV-AIDS Prevention/Treatment to as to ensure all information given is current.

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## Access to Services

Increasing access to services including the provision of treatment, care and support are the vital elements of the program. To this end Inyatsi has introduced a scheme where all employees are on medical aid which is 100% contributory by the company. A Mobile Wellness Clinic providing HTC and primary health services including Blood Glucose Level Testing and Cholesterol Level Testing also visits each of the construction sites on a quarterly basis. In 2011 alone 297 employees underwent HTC through the Mobile Clinic.

Additionally Inyatsi introduced canteen services for all sites & head office with subsidized meals. Employees are expected to enjoy at least one balanced lunch meal each working day. This is thought to be very important as some employees cannot afford to provide themselves a balanced lunch meal yet they are on medication.

## Community Outreach

Inyatsi, is committed to the development of all the communities in which it operates. Through its social investment programme, the company supports select socio-economic projects that promote community development and empowerment, focusing on those which develop equality and advancement on merit. The Inyatsi Social Investment committee manages this programme on behalf of the company.

The various charity and institutional beneficiaries include Swaziland Hospice at Home, Churches , various orphanages, Cycling associations, Golf, Swimming Associations, Teen Challenge Ministry, Swaziland Charity Trust, Remar, Elusitweni Centre for abused women and children, SWAGGA and many more.

