

CASE STUDY: NEDBANK



Nedbank Swaziland understands the importance of their 182 employees staying healthy and to this end implements a Workplace Wellness Program that aims to prevent HIV and other chronic illness, inform on and provide medical treatment, and promote equality among employees while reducing stigma.

The program is guided by a Wellness Policy which is reviewed every four years. The program is headed by the Human Resources Department which feeds information regarding each branch to the HIV/Wellness Committee to then inform the Policy and Activity Plan. The HIV/Wellness Committee is headed by the Managing Director.

Planning

Nedbank Swaziland completed a company-specific HIV prevalence survey in 2008. The prevalence study provided vital information about the HIV related risks that the company faced and also provided relevant information for the planning and implementation of initiatives to curb the impact of the disease.

Activities

The bank continually conducts a 'know your status or voluntary counseling and testing (VCT) campaign for staff. This is provided through a Mobile Wellness Clinic visiting each branch quarterly giving the opportunity for all staff to know their status and empower them to continue living a safe and healthy lifestyle.

Nedbank Swaziland has a Peer Educator Program, where there are two trained PE's in each of the branches making a total of 20 Peer Educators. Each Peer Educator is given a 15min window month in the staff meeting to dialogue on Wellness. Experts in various areas of health (Cancer, TB, Substance Abuse, Stress) are also employed to conduct Awareness Sessions at each of the branches.

Male and Female condoms are provided to staff through Condocans in every branch. Branded condoms are purchased as the Government provided condoms are not popular.

The bank offers treatment to HIV positive staff members through the AID FOR AIDS Management Program, which forms part of the Swaziland Medical Aid Scheme structure. Staff members and their dependents registered on the program qualify for an unlimited benefit per registered beneficiary. Provision is made for chronic medication and blood tests required to treat the condition, and free antiretroviral drugs are provided as part of a managed-care program. Staff details remain anonymous, and the administrator provides no specific details to the employer.