

Message from the CEO



Ms. Thobile Dlamini -
SWABCHA CEO

As the year 2015 nears its end, may I take this opportunity to reflect and borrow some words from our Board Chairman during the AGM; *"The year under review has continued well under the strong leadership and governance of a very committed Board. All the three Board sub committees being Audit, Finance and Risk, Technical and Human Resources and Remuneration continued to give the required oversight to ensure that SWABCHA continues with its mandate and remains a credible institution"*. 2015 was election year for a new Board to govern SWABCHA for the first time this was handled externally by Kobla Quashie Consultancy (internal auditors) and we also had for the first time our external auditors present (KPMG).

At SWABCHA we vote in our members and they in turn appoint a substantive and alternate member from their Executive Committee this is to ensure high level governance. The voting process provides a number of companies to be elected according to their membership status. 90% members voted and the result were as follows;

Platinum: Swaziland Electricity Company, Inyatsi Construction and NEDBANK

Gold: Royal Swaziland Sugar Corporation, First National Bank, Swaziland Post & Telecommunications Corporation

Silver: MTN Swaziland

Bronze: Coca Cola Swaziland

Partners: SWASA

These join the list of our four permanent members namely; FSE & CC, TUCOSWA;NERCHA & UNAIDS

In one of my many company visits, I met with one stakeholder, who I happen to know much earlier than my life at SWABCHA and he said; *"this SWABCHA work you are doing is like slow poison it is getting and is being felt."* each year for the past two years SWABCHA has been learning to increase its own resources given the difficult donor dwindling environment . I wish to take this time to thank all our partners for 2015 for a very fruitful year, we have seen our program grow, examples of the recent World AIDS day dinner and the Best of the Best Awards as reported in page two. We have seen a growth in the uptake of new membership and for 2015 alone we had 8 new subscribing members raising our membership to 32 . The growth is steady but sure.

In conclusion may I take this opportunity to congratulate all our members and stakeholders for an eventful year and as we take a break for the year please do enjoy reading our fourth newsletter for the year and the tips on a happy incidence free holiday.

Finally may I take the opportunity to wish all of you a very HAPPY HOLIDAY and trust that you will return in 2016 fully recharged to pick up from where we left6.

2015 World AIDS Day Dinner

The 2015 dinner was held on the 10th November 2015 at The George Hotel in Manzini. The dinner was themed “*Private sector Companies committing to Getting to Zero*”. The annual dinner which also hosted the Best of the Best Awards was attended by 33 member companies including heads of companies and management. The organisation’s Board of Directors led by the Chairman Mr. Nick Jackson, UNAIDS Country director, and NERCHA Director, also formed part of the dinner with the guest of honour being the Minister of Commerce and Trade who was represented by the Minister of Tinkhundla Hon. Mduzuzi Dlamini.



This year, for transparency the judging process of the awards was facilitated by Kobla Quashie and Associates who then presented the winners at the event.

The winners of the awards were:

Peer Educator of the Year (Female): *Ester Magagula-RSSC;*

Peer Educator of the Year (Male): *Armstrong Nkam-bule-RSSC;*

Focal Person of the Year: *Nonhlanhla Ndzinisa-RSSC;*

Best New Wellness Program: *Swaziland Sugar Association;*

Best Workplace Wellness Program (Textile): *FTM Garments;*

Best Workplace Wellness Program: *Inyatsi Construction;*

Most Innovative Wellness Program Initiative: *Coca Cola Swaziland;*

Star Performing CEO of the Year: *David Roberts –Inyatsi Construction*



A few minutes were taken to mark the remembrance of those that have lost their life to the AIDS disease, through a candle lighting ceremony. The Board members and the Honourable Minister helped light candles for each table in the room, the candles remained lit until the end of the event. All company focal person were asked to light the candle as a symbol of accepting the responsibility to take action. As the world theme is ***The Time to Act is Now.***

A young Swazi Artist
Honest Lihle

Mhlanga reduced the evening into a piece of Art. He took time to draw a picture following the program following the event which called for working parents to work together for the health of their children as we promote the 3 zeros. The painting depicted the theme of the day, as it told the whole story that together we can help work towards Getting to Zero. i. e zero new infections, zero stigma and discrimination and zero AIDS related deaths towards ending AIDS. The painting is up for bidding, at the moment it is at E10 000 of which 50% of the proceeds goes to SWAB-CHA and the rest towards the adolescent girls program of providing sanitary wear.



World AIDS Day Commemorating Wellness Dialogues and Screening activities.



With support from UNAIDS, SWABCHA undertook dialogues and screening program aimed at migrant workers in the agricultural; and plantation workers. Employees were reached with wellness services, the companies are: Montigny Plantations, Crookes Plantations, and Royal Swaziland Sugar Corporation (RSSC). In-

formation on HIV and AIDS, Gender Based Violence, and Diabetes was given during these dialogues.

Aerobics and family days were conducted for SPTC, Crookes and Kukhanya Construction. These services were ment to promote the Social and Physical wellness components, in these events he employees were encouraged to bring their extended families to also be apart and access the screening services. Different fitness and friendly interaction games were played on the day, from tag of war, sack race, dancing to name a few.



The organisation has seen the growing need for wellness in the workplace and appreciates the way companies have also shown that they care about their employees. For the months of December and November, the organisation has had back to back family days and World AIDS day commemorations, this goes to show that the employer does not only care about the employees, but also that the work of SWABCHA is yielding very good results, both the employer and employee are working toward a Healthy

worker and a Healthy business.



SWABCHA OFFICE COMMEMORATING WORLD AIDS DAY. The organisation has also taken time to honour the worldly commemorated AIDS day, some of the organisation staff members and a member of the organisation, Kukhanya Construction, had the lighting of the candle in the SWABCHA offices to commemorate the day. The candle is lit every morning until the end of the month. The CEO took the time to elaborate on the importance of the day and also mention that the day is important to the country in the fight against the reduction of the HIV/AIDS infection.



STAY HEALTH AND SAFE THIS FESTIVE; YOU ARE RESPONSIBLE FOR YOUR OWN LIFE

Every holiday season, people have to deal with the increased pressures and stress that the holidays places upon them. Whether we're traveling to be with family or doing our last-minute gift buying, most people feel under pressure during the holidays. The holidays don't need to take a toll on your health. Keep your commitments and spending in check. Balance work, home, and keep a relaxed and positive outlook. Make sure to get to relax, have proper sleep during this time of the year.

Unfortunately for most people, this holiday season becomes one of the most hectic and dangerous times of the year for alcohol-related accidents and death. There are several reasons for this which include the fact that:

More people drink during the holidays due to numerous parties and other festivities.

Many holiday drinkers don't drink often, so they have a lower alcohol tolerance. These people often underestimate their level of impairment and sometimes even drive when they shouldn't. When arrested for drunk driving, these people often show a relatively low blood alcohol content yet they are very intoxicated. Problem drinkers and alcoholics love the holidays because there are more social occasions to drink. They say they feel more "normal" because the occasional drinkers are also more likely to abuse alcohol during this time of year. Consequently, people with alcoholism drink and drive more frequently. Unlike occasional drinkers, they have a high tolerance for alcohol and can consume large amounts before showing effects.

The holidays are busy and stressful. People are hurrying more than normal and summer wet road conditions make driving more dangerous. Add alcohol to this scenario and you have a recipe for disaster.

As an employee, avoiding Alcohol-Related Problems

You can make your holidays happier and safer by following these five simple tips below;

Just say no: Resist the pressure to drink or serve alcohol at every social event. Just because it's there does not require that you drink it. There is no law stating that alcohol is a necessary ingredient for holiday cheer. Don't feel like you have to drink just because your host offers — it's not rude to choose a non-alcoholic beverage instead.

Offer non-alcoholic beverages: If you want to serve alcohol to your guests, offer non-alcoholic beverages as well. Make your guest feel as comfortable choosing a non-alcoholic beverage as he would choosing alcohol. You can do this by putting non-alcoholic drinks in a prominent, easily accessible place and by asking guests what they would like to drink, instead of pointing them to the bar or handing them an alcoholic drink when they arrive.

Designate a driver before the party begins: If you or your friends are going to a party and plan to use alcohol, decide in advance who will be the designated driver. Decide that drinking and driving is not an option.

Choose your number ahead of time: If you are going to drink, do what responsible drinkers do. Decide ahead of time how many drinks you will have and stick to it.

Remember that alcohol is a complement, not the purpose: Sometimes we lose sight of a holiday celebration or party and see it as a chance or opportunity to drink socially. While it is such an opportunity, the main purpose of a party is to have fun with people you know. Drinking is always an option and optional, and it is as much as a choice as it is a responsibility. Keep this in mind throughout the night. If you find yourself going overboard, find a friend or loved one, and explain you'd like to go home. You can stop yourself before you go too far, you just need to choose to do so.