

# **SOUTH AFRICAN POLICE SERVICE**

## **HIV & AIDS STRATEGIC PLAN**



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## **FIVE YEAR STRATEGIC PLAN TO COMBAT HIV&AIDS:**

### **2007 - 2011**

#### **1. AIM**

**THE AIM OF THE FIVE-YEAR STRATEGIC PLAN IS TO COMBAT THE PANDEMIC OF HIV&AIDS IN THE SAPS**

#### **2. GOALS: 2007-2011**

- 2.1 Marketing and promotion of the Wellness programme (Voluntary Counseling and Testing.)**
- 2.2 Conduct an Actuarial/ assessments on the effects of HIV&AIDS and align the results with the Human Resource Strategies.**
- 2.3 Update and sustain HIV&AIDS Awareness Programmes and promote Positive Living.**
- 2.4 Promotion and sustenance of adequate care and support.**
- 2.5 Building and sustaining partnerships with relevant stakeholders, e.g. DPSA, Dept of Health, POLMED, Metropolitan Health Group (MHG) and GEMS.**

**2.6 Encourage registration on the Disease Management Programme.**

**2.7 To enhance SAPS members' knowledge and adherence to the legal (Chapter Two of the Bill of Rights of the Constitution of RSA Act 108 Of 1996) and the policy provisions.**

### **3. SITUATIONAL ANALYSIS**

The SAPS has gone past its initial milestone on the implementation of its first Five Year Strategic Plan on HIV/AIDS for the period 2000 - 2005. A number of objectives set in the year 2000 - 2005 strategic plan have been achieved with mixed degree of success. Whilst some objectives were fully achieved, others were only partially met. These are set out below:

- to mobilize and organize response networks;
- prevent new infections;
- reduce the impact of HIV&AIDS;
- capacity building and maintenance of a HIV/AIDS budget within the SAPS; and
- monitoring impact of HIV on Human Resource and institutionalization for losses.

The following deliverables are regarded as highlights for the outgoing 2000-2005 strategic plan:

- the formulation, approval and implementation of the SAPS HIV&AIDS Policy;
- peer education, awareness programmes, condom procurement and distribution and VCT programmes were successfully implemented to reduce the rate of new infections and to promote knowledge and positive attitude regarding HIV&AIDS;
- training of Master trainers and Educational Officers in order to create capacity building within the SAPS;
- a budget allocation of R10 million per annum and securing a ring fenced budget for HIV&AIDS with POLMED
- the launch of HIV&AIDS National and Provincial Forums;
- the launch of Voluntary Counseling and Testing (VCT) by the Minister of Safety and Security in 2003; and
- the VCT was subsequently rolled out to all Provinces and Divisions.

AIDS will have maximum impact on infected families of police officers and this might negatively affect the work performance of all these employees. Projections of HIV&AIDS impact on POLMED over the period 2000 to 2015 indicated that the expected overall percentage of POLMED principal members infected with HIV, will increase from 8% in 2000 to 14% by 2015 (1 out of 7 members will be infected). Age-specific prevalence projections indicate that HIV prevalence amongst 25-29 years old and 30-34 years old is expected to increase from 15% to 17% in 2000 to approximately 35% and 45% respectively by 2015. The workforce in all Provinces will be affected by HIV&AIDS. In 2000 the HIV prevalence is the highest in KwaZulu-Natal, Mpumalanga, the North West and the Eastern Cape. These provinces are likely to remain the worst infected during the time period under consideration.

The South African Police Service is now facing a new challenge of scaling up its response on HIV&AIDS pandemic while building on the successes that have been achieved during the past five years. The SAPS is equally committed to address the challenges of HIV/AIDS extensively and vigorously, hence the 2007 - 2011 Strategic Plan. The SAPS Five Year Strategic Plan is aimed at synchronizing goals and objectives through a number of programmes such as Awareness Campaigns, Voluntary Counseling and Testing and or Surveillance Testing, Peer Education, Support Groups, etc. The dynamic nature of HIV&AIDS and its management has resulted in a need to review the current strategy and make adaptations where there is a need.

**GOAL 1: Marketing and promotion of SAPS Wellness Programme (Voluntary Counseling and Testing)**

STRATEGIC OBJECTIVE	KEY ACTIONS	RESPONSIBILITY	TARGET DATE
1. Increase the number of HIV&AIDS workplace stations with on-site counseling and testing services including mobile Wellness units.	1.1 Do an audit on the availability of the current resources and service providers to ensure the accessibility of Wellness on site and on Wheels services (VCT) to all SAPS personnel.	Social Work Services.	September 2007 ongoing to 2010
	1.2 Develop a strategy for identifying a professional and credible service provider to promote the utilization of a standardized Wellness programme.	Social Work Services and Wellness Task Teams.	November 2007
	1.3 Establish Wellness sites at identified stations, areas etc. to enhance awareness.	Wellness task team together with Division: Supply Chain	2007 - 2011

		Management.	
	1.4 Obtain, adjust and equip mobile units for utilization in the Provinces.	Social Work Services Wellness task team together with Division: Supply Chain Management and Tender process.	June 2007 to June 2008
	1.5 Development of and training in the Wellness strategy of providing services to immediate family members.	Social Work Services	November 2007
	1.6 Pilot Wellness on Wheels strategy to identified areas.	EAS together with Task team.	May 2007 to March 2008
	1.7 Roll-out of strategy to all nine (9) Provinces.	Social Work Services together with Task team.	March 2008
	1.8 Aggressive marketing strategy to mobilize all internal and external sectors for the effective communication of the SAPS HIV&AIDS Workplace programme.	EAS together with the Component: Communication and Liaison.	Ongoing

**GOAL 2: Continuous implementation of the SAPS HIV&AIDS workplace programme.**

STRATEGIC OBJECTIVE	KEY ACTIONS	RESPONSIBILITY	TARGET DATE
2. Ensure that SAPS is continually updated with new trends, developments on HIV/AIDS in the workplace	2.1 To continue internet research to keep track with new developments in the HIV&AIDS terrain.	EAS.	Ongoing
	2.2 Interact with national and international HIV&AIDS organizations regarding sharing best practices	EAS.	Ongoing
	2.3 Align the workplace programme with new developments	EAS (Social Work Services)	Ongoing
	2.4 Establish a research room/library regarding info on HIV&AIDS as received at national and international conferences	EAS (Social Work Services)	Ongoing

**GOAL 3: Conduct an Actuarial analyses/Assessment on the effect of HIV/AIDS in SAPS and align the results with HR Strategies.**

STRATEGIC OBJECTIVE	KEY ACTIONS	RESPONSIBILITY	TARGET DATE
<p>3. Assessment and data collection on the spread and impact of the pandemic in the SAPS.</p>	<p>3.1 Conduct a need analysis for the Actuarial Assessments as well as the availability of the service providers.</p> <p>3.2 Financial authority for conducting the assessments.</p> <p>3.3 Conducting the first phase of the assessments</p>	<p>Social Work Services with the assistance of Actuarial Society of South Africa 2002 (ASSA 2002).</p> <p>Social Work Services and Division: Supply Chain Management for the execution of the Tender Process.</p>	<p>October 2007</p> <p>November 2007</p> <p>March 2008</p>
	<p>3.4 Monitor and evaluate the impact of HIV/ AIDS in the SAPS through the analysis of internal information e.g. absenteeism, service termination, personnel moral in the workplace of the existing personnel responsible to accept more responsibilities as a result of absenteeism, direct and indirect cost</p>	<p>Social Work Services, Psychological Services. HR Planning</p>	<p>2008-2011</p>



	<p>implications of HIV/AIDS(SAPS) Discretionary Budget.</p>		
	<p>3.5 Utilize the statistics on HIV/AIDS to determine the number of personnel with HIV/AIDS per race, gender, age, level and occupational category.</p> <ul style="list-style-type: none"> <li>▶ Determine the impact of HIV/AIDS on the supply and demand.</li> <li>▶ Determine the impact of HIV/AIDS on the recruitment, promotion, appointment drives.</li> <li>▶ Determine the impact of HIV/AIDS on the competency levels of SAPS and align the WPSP accordingly.</li> <li>▶ Utilize the absenteeism statistics to determine the impact of HIV/AIDS on productivity/ representivity.</li> <li>▶ Align the enlistment plan, Equity plan and distribution of personnel to business units to supplement losses within the MTEF cycle.</li> </ul>	<p>EAS Section Personnel Planning and Utilization Directorate HIV/AIDS Section Service Termination and Absenteeism Management Section Promotions and Senior Appointments Section Equity</p>	<p>2007/2011</p>

**GOAL 4: Update and sustain HIV&AIDS Awareness Programmes and promote Positive Living.**

STRATEGIC OBJECTIVE	KEY ACTIONS	RESPONSIBILITY	TARGET DATE
<p>4. Strengthen and enhance. AIDS workplace programme in order to facilitate the reduction and prevention of new infections and promote positive living</p>	<p>4.1 Training of Senior Management of the SAPS (Levels 13 and up) with more focus on socioeconomic impact and risk management strategies to overcome or reduce these risks.</p>	<p>EAS, in consultation with National Occupational Safety Association (NOSA) and Division: Training.</p>	<p>2007-2011</p>
	<p>4.2 Training of middle managers (Levels 8-12) with focus on implementation of the SAPS HIV&amp;AIDS policy in their respective workstations.</p>	<p>EAS and Division: Supply Chain Management (SHE). Division Training.</p>	<p>2007 - 2011</p>
	<p>4.3 Increase HIV/AIDS awareness raising workshops, projects and Wellness (VCT) testing sites.</p>	<p>EAS and Division: Supply Chain Management and Section: Communication.</p>	<p>Ongoing</p>
	<p>4.4 Presentation of Positive Living workshops and seminars to reduce re-infections to those who are already infected.</p>	<p>EAS.</p>	<p>Ongoing</p>

4.5	Facilitate small group discussions to address the existing gaps in knowledge, behavior, stigma and attitude towards HIV&AIDS	EAS.	Ongoing
4.6	Ensure availability of adequately trained peer- educators in SAPS	Social Work Services and Division: Training.	2007 - 1:150 2009 - 1:100 2011 - 1:50
4.7	Ensure continuous availability of condom dispensers and condoms in all SAPS buildings	Social Work Services and Division: Supply Chain Management.	Ongoing
4.8	Mainstream HIV&AIDS information within the existing pro-active programmes to promote healthy lifestyle.	EAS.	Ongoing
4.9	Enhance and sustain the master trainers and educational facilitators.	EAS and Division: Training.	On going
4.10	Integrate HIV&AIDS prevention strategies in Occupational Health and Risk management.	EAS and Division: Supply Chain Management (SHE).	Ongoing

**GOAL 5: Promotion and sustenance of adequate care and support.**

STRATEGIC OBJECTIVES	KEY ACTIONS	RESPONSIBILITIES	TARGET DATE
<p>5. The implementation of a trustworthy and effective care and support service to the infected and affected employees, including their immediate families</p>	<p>5.1 Individual HIV/AIDS counseling to all infected and affected employees, including their immediate family members</p>	<p>EAS.</p>	<p>Ongoing</p>
	<p>5.2 Enhance and sustain the current support groups for infected and affected employees, including their immediate family members</p>	<p>EAS.</p>	<p>Ongoing</p>
	<p>5.3 Encourage the establishment of additional support groups in all Provinces and Head Office Divisions</p>	<p>EAS.</p>	<p>On going</p>
	<p>5.4 Determine the needs of the infected, link them with available resources in their communities such as Provincial Hospitals, Clinics and Hospices.</p>	<p>EAS.</p>	<p>Ongoing</p>
	<p>5.5 Establish palliative care services in order to prolong and enhance the life of the infected members and their immediate families.</p>	<p>Outsourcing.</p>	<p>Dec 2008</p>

**GOAL 6: Building and sustaining partnerships with relevant stakeholders, e.g. DPSA, Dept of Health, POLMED, Metropolitan Health Group (MHG).**

STRATEGIC OBJECTIVE	KEY ACTIONS	RESPONSIBILITIES	TARGET DATES
6. Strengthen and sustain HIV/AIDS National and Provincial fora to enhance smooth collaboration and partnerships on strategic and operational issues e.g. DPSA, Dept of Health, POLMED-MHG	6.1 Enhancement of roles and functions of the HIV&AIDS fora on all levels.	EAS	Ongoing
	6.2 Provide managers, supervisors, HIV&AIDS coordinators, union representatives with appropriate information and training to enable them to assess individual and group needs for educational interventions; and to carry out the expectations and mandates within the policy.	Social Work Services, National Forum and Division: Training.	Quarterly
	6.3. Conduct regular meetings to discuss strategic issues.	EAS and National Forum.	Bi-monthly
	6.4 Establish partnerships with other government Departments, Non-governmental departments, community based organizations and Faith base organizations	EAS.	Ongoing

	6.5	Strengthen the existing partnerships by attending meetings and attend conferences and workshops organized by other stake holders to enhance knowledge and share best practices.	EAS.	Ongoing
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**GOAL 7: Encourage registration on the Disease Management Programme.**

STRATEGIC OBJECTIVE	KEY ACTIONS	RESPONSIBILITY	TARGET DATE
7.1 Promote and market POLMED and GEMS 's Disease Management Programmes to the personnel.	7.1 Through marketing of the SAPS HIV&AIDS Policy, Wellness (VCT) and Awareness Programmes to motivate HIV+ members to register on the POLMED and GEMS Disease Management Programmes	Social Work Services POLMED MHG GEMS	Ongoing
7.2 To establish palliative care services in order to prolong and enhance the life of the infected	7.2. Monitor and evaluate the utilization of the programme and negotiate extended benefits with POLMED to cater for immune boosters and other related treatment services for POLMED members	Social Work Services and Psychological Services.  HIV/AIDS National Forum.	Ongoing

**GOAL 8: To enhance SAPS member's knowledge and adherence to the legal and the policy provisions (Chapter Two of the Bill of Rights of the Constitution of RSA Act 108 of 1996).**

STRATEGIC OBJECTIVE	KEY ACTIONS	RESPONSIBILITY	TARGET DATE
<p>8.1 To empower the SAPS personnel and ensure their adherence to the existing legislation, the SAPS Workplace Policy on HIV&amp;AIDS and the Occupational Health and Safety Act.</p>	<p>8.1.1 Adjust the current HIV&amp;AIDS Awareness Programme to include all relevant legislation and prescripts.</p>	<p>Social Work Services</p>	<p>December 2007</p>
	<p>8.1.2 Identify the gaps in the existing HIV&amp;AIDS Policy in terms of Human Relations elements.</p>	<p>Social Work Services in consultation with the Labour Unions and the Legal Division</p>	<p>March 2008</p>
	<p>8.1.3 Consultations with the Labour Unions concerning policy review.</p>	<p>Social Work Services</p>	<p>March 2008</p>
	<p>8.1.5 Policy reviewed and circulates for inputs.</p>	<p>Social Work Services Legal Division and the Labour Unions.</p>	<p>April 2008</p>
	<p>8.1.6 Policy finalized and distributed.</p>	<p>Task Team</p>	<p>May 2008</p>

STRATEGIC OBJECTIVE	KEY ACTIONS	RESPONSIBILITY	TARGET DATE
8.2 Ensure a supportive legal environment for the provision of HIV&AIDS services in the SAPS.	8.2.1 Develop and distribute information on the rights to HIV prevention, treatment care and support that responds to special needs of the SAPS employees that are infected and affected with HIV&AIDS.	Social Work Services	Ongoing
	8.2.2 To gather information on the available legal service providers in liaison with the SAPS Legal Services Division and develop a database to be accessed by employees.	Social Work Services	April 2008

## CONCLUSION

The HIV&AIDS strategic plan is a living document and therefore will be subject to a constant review and where necessary modification accordingly to accommodate the needs and goals of the Organization. Once again, it should be taken into consideration that HIV&AIDS strategy is essential process due to the rapidly changing nature of the epidemic, and should not be viewed merely as a process of identifying past errors and or inadequacies only. The effective implementation of the strategy will depend on the monitoring and evaluation of the activities as outlined in the strategy.