

Compulsory health information sessions coupled with a comprehensive wellness program and proactive follow-up demonstrates high voluntary HIV test and disease management uptake in a large South African mining company

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ABSTRACT

Issues

Xstrata Alloys (XA) is a global mining company operating in high HIV prevalence SA communities. The workforce historically had limited VCT uptake and HIV care enrolment on the Aid for AIDS (AfA) disease management programme (DMP).

Description

Xstrata Alloys initiated a Wellness program with AfA aimed at achieving high knowledge of HIV status and increased DMP uptake. Management, unions and wellness champions were trained, and significant new budget (>\$3.8M) allocated. Every Xstrata Alloys employee and contractor was given work time to attend compulsory education sessions over a 15 month period. Each was offered counselling and voluntary testing for BP, TB, diabetes and HIV using rapid HIV tests. Absentees were given later access. DMP registration for HIV+’s was encouraged immediately and later telephonically. VCT and DMP uptake, and CD4 count at DMP entry was compared to pre-campaign, and to other private sector health insurers.

Lessons learned

100% of employees and contractors at 15 Xstrata Alloys sites participated in education sessions, of which >99% (13,083) underwent wellness screening, and 90.9% (11,893) tested for HIV. 15.3% (1,814) were HIV+ (employees 14.0%, contractors 16.8%). 62.8% of the known HIV+ employees were registered on the DMP at campaign end. A further 22.9% elected not to register on the DMP after counselling. There was a 1.8-fold increase in employee enrolment on the DMP during the VCT period compared to the pre-VCT period ($p<0.001$). By comparison, no increase in enrolment occurred in two other large open-enrolment insurance funds (360,000 members) over the same period. A CD4 count of <50 at DMP entry dropped from 18% pre-campaign to 10% post campaign ($p<0.05$). Employee TB hospitalizations increased from 0.6 to 1.55/1000 lives post-campaign.

Next steps

Xstrata Alloys data demonstrates compulsory involvement in Wellness education programs coupled with wellness testing and proactive follow up results in high VCT uptake and increased DMP uptake at higher CD4 counts.

Introduction

Xstrata Alloys is one of the world’s largest diversified mining companies. Xstrata Alloys’ operations in South Africa are located across the North West and Mpumalanga provinces, where it employs almost 15,000 people, including contractors.

Xstrata Alloys operates in communities with a high HIV and TB burden. Xstrata Alloys is committed to the health of its employees and contractors, and initiated a Wellness Campaign in 2008 to promote improved health. This is in addition to the health insurance paid for by the company for every employee (and family), irrespective of seniority.

Program description

Process

- Every Xstrata Alloys employee and contractor was given work time to attend
- Compulsory education sessions
- Absentees were given later access
- 15 month period

Clinical breadth

- Each was offered individual counselling and voluntary testing for
 - BP
 - TB
 - diabetes
 - HIV using rapid HIV tests
 - body mass index

Disease management

- All employees
 - Medscheme Medical Aid and AfA for employee and family
 - general Healthcare
 - HIV care and treatment
- Contractors
 - PPP with Aurum and PEPFAR
 - opportunity for full care and treatment program through GP network

Analysis variables

- VCT uptake
- Demographic description of infections
- Disease management programme uptake
- Markers of wellness programme impact
 - CD4 count at disease management programme entry
 - TB hospitalization
- Compared to
 - pre-campaign, and
 - other private sector health insurers

Leadership

Xstrata Alloys developed a Wellness model with leadership and ownership of the program at all levels. The company created an entirely new division dedicated to Wellness, with a budget exceeding \$3.8M. Wellness champions ensured that workers were informed, and unions were consulted ahead of program implementation. All managers participated in the campaign, and participated side-by-side with all other workers, not separately. The CEO and multiple senior managers performed their tests publically.

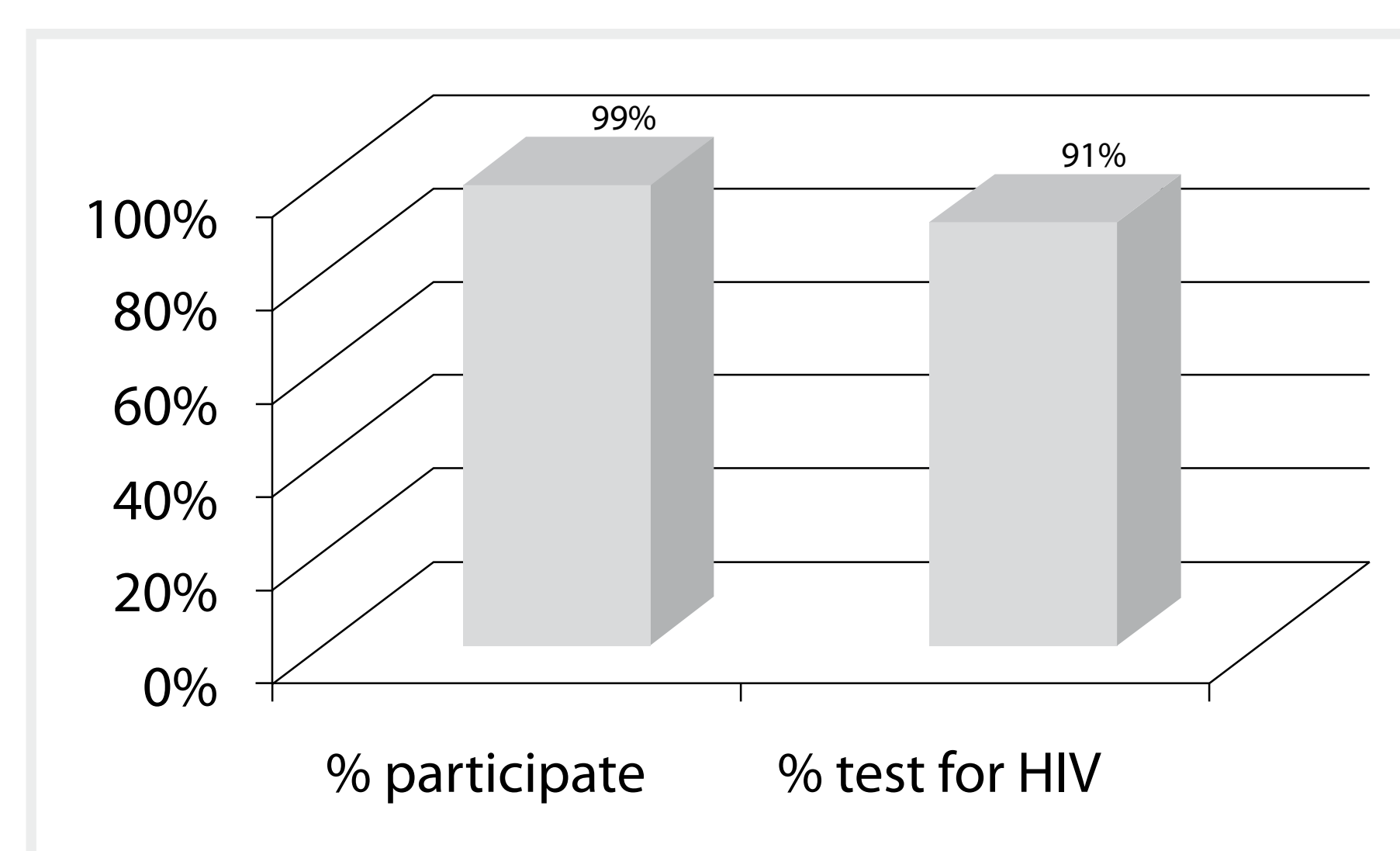
CEO testing



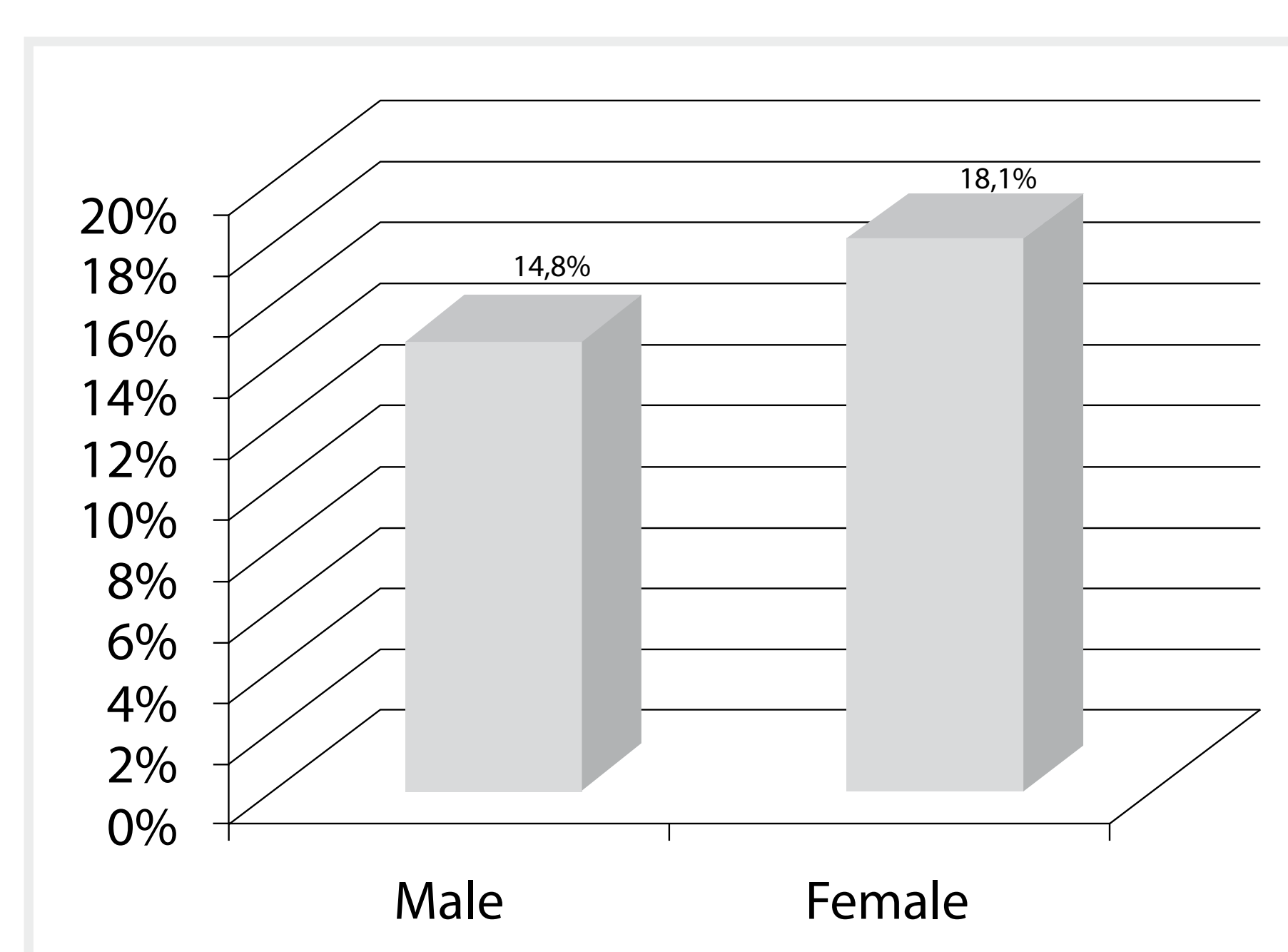
Program results

- 100% of employees and contractors involved
- 15 Xstrata Alloys sites participated
- Of those who participated in education sessions
 - >99% (13,083) underwent wellness screening
 - 90.9% (11,893) tested for HIV
 - 15.3% (1,814) were HIV+ (employees 14.0%, contractors 16.8%)
 - 62.8% of the known HIV+ employees were registered on the DMP at campaign end
 - a further 22.9% elected not to register on the DMP after counselling

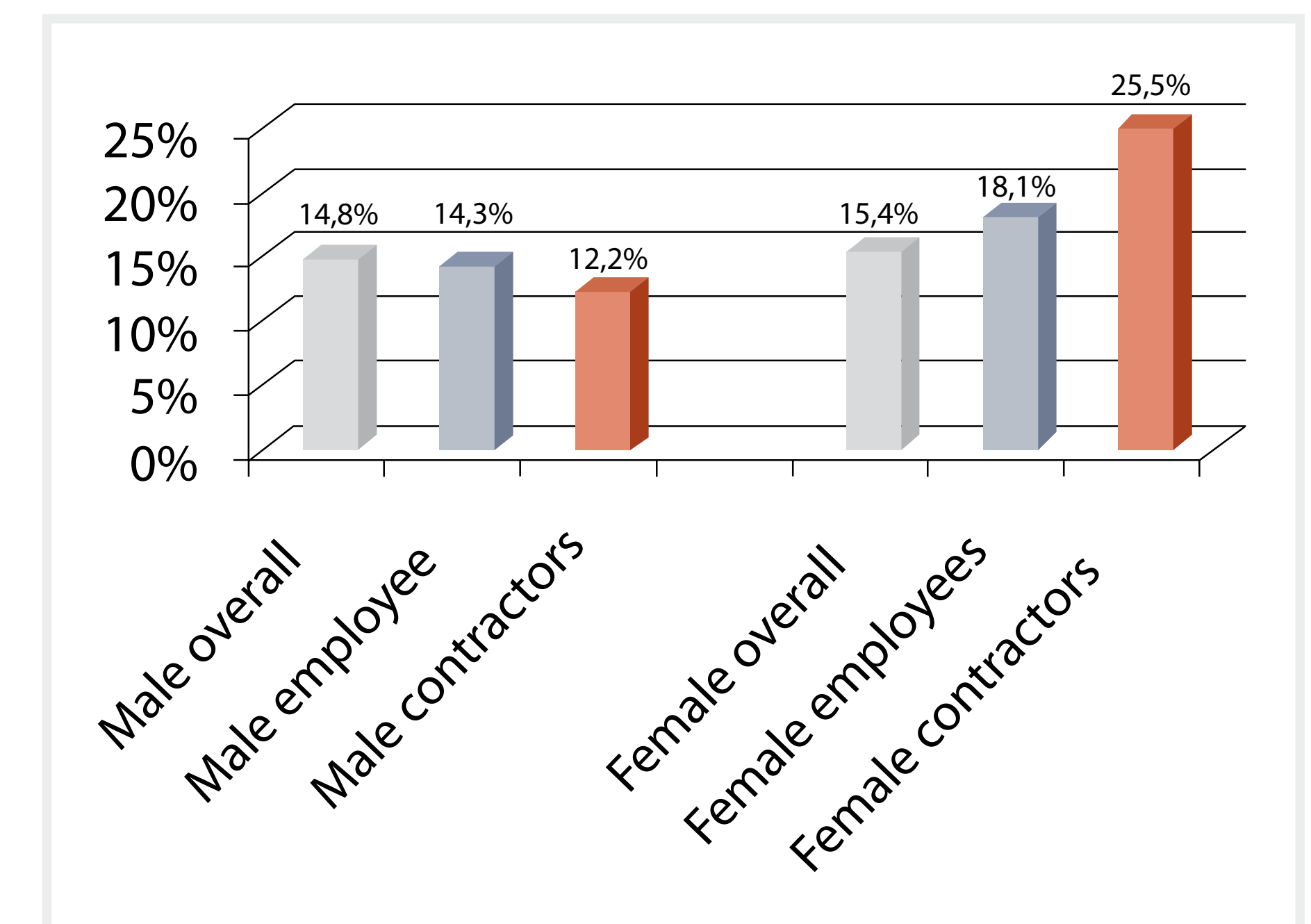
Participation in Wellness Campaign



HIV + - Male: female



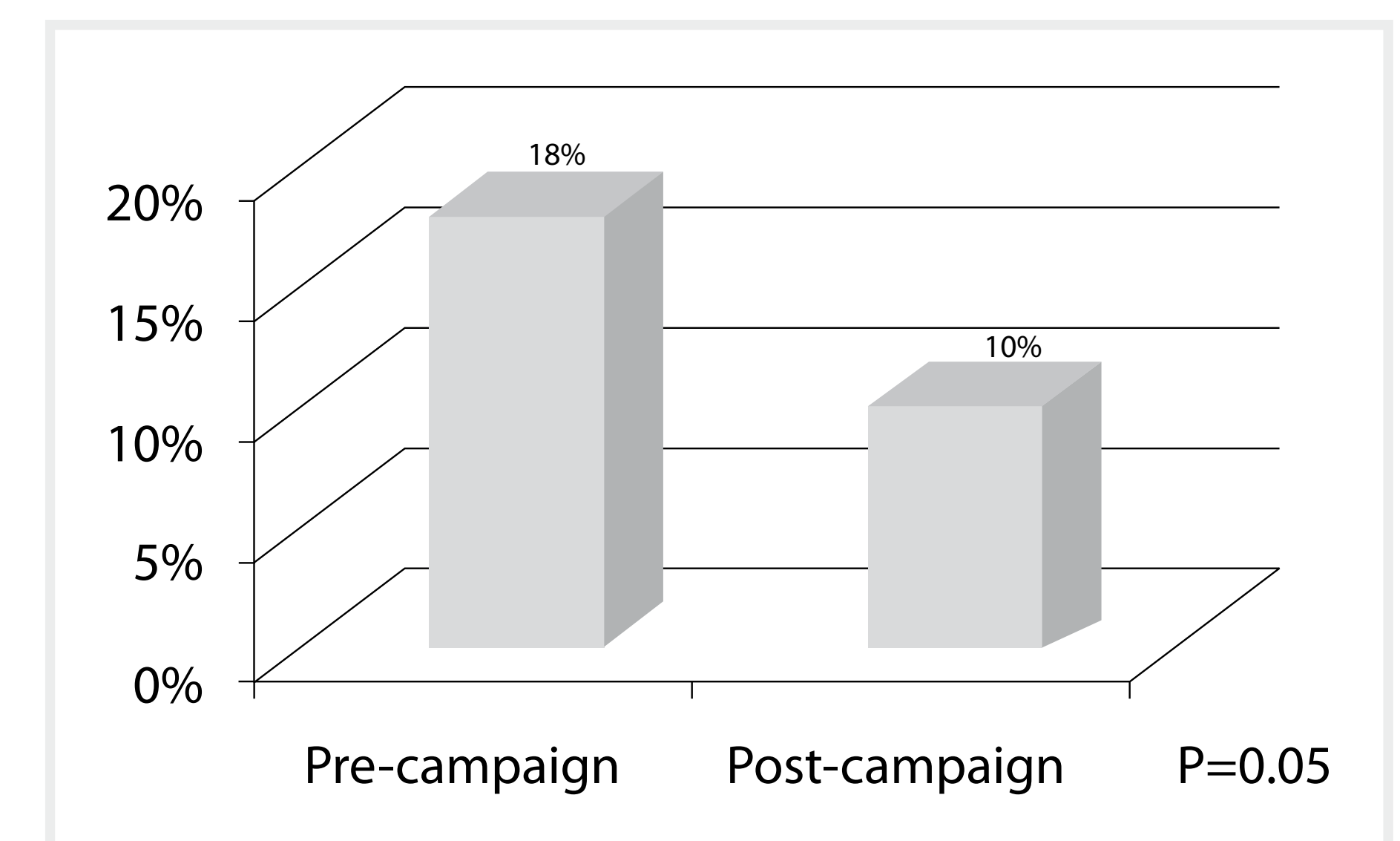
HIV +: employees vs. Contractors



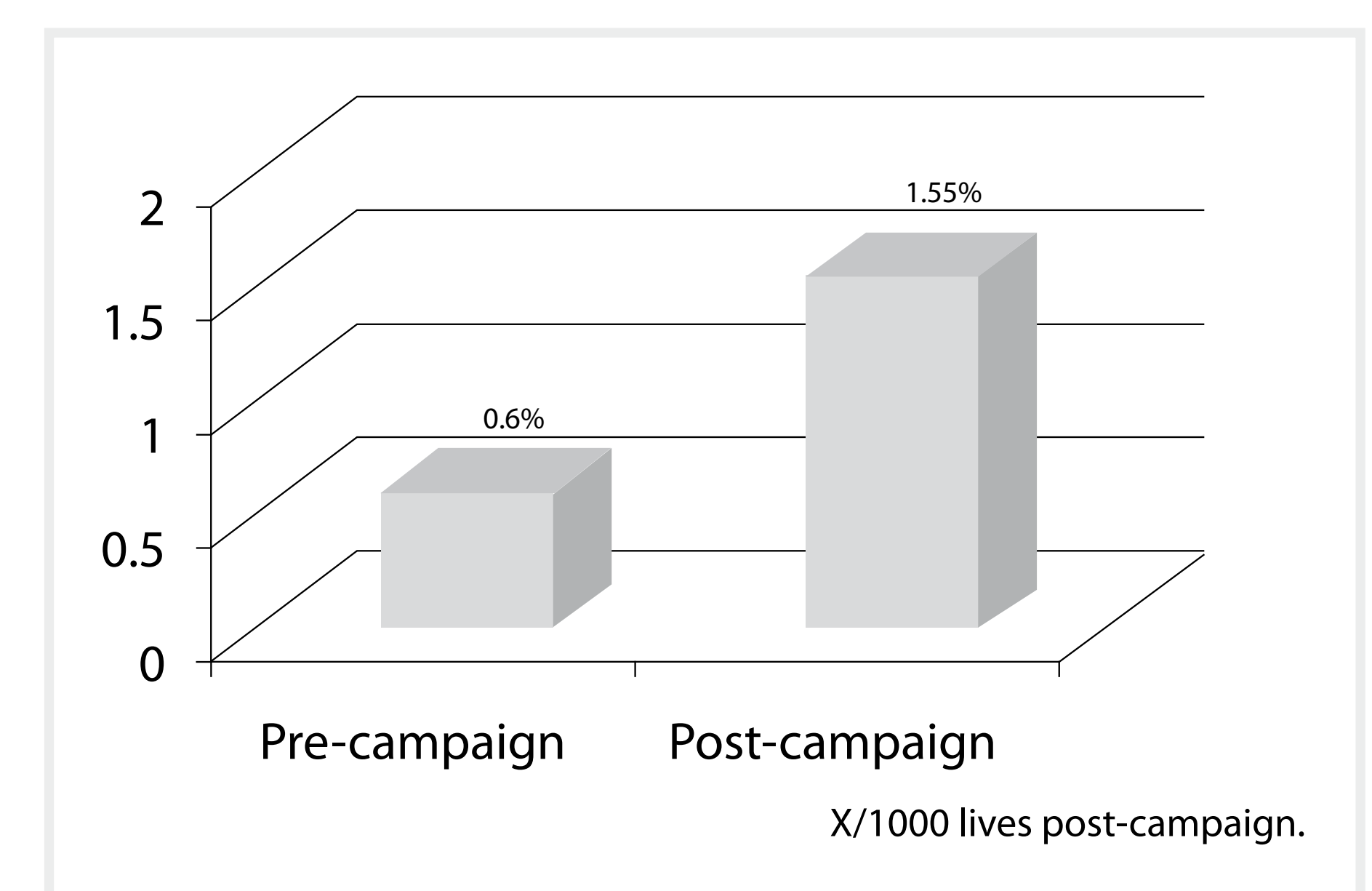
Markers of Disease Management Program impact

- Enrolment
 - 1.8-fold increase in employee enrolment on the DMP during the VCT period compared to the pre-VCT period ($p<0.001$).
 - By comparison, no increase in enrolment occurred in two other large open-enrolment insurance funds (360,000 members) over the same period.

CD4 Count <50 at DMP entry



TB Hospitalization



Conclusion:

Xstrata Alloys data demonstrates compulsory involvement in Wellness education programs coupled with wellness testing and proactive follow up, results in high VCT uptake and increased DMP uptake at higher CD4 counts. The company continues with high-level management support and funds to find innovative ways to ensure higher levels of Wellness for its employees and contractors through innovative mechanisms within the workplace as well as novel PPP relationships.

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