

UNIVERSITY OF JOHANNESBURG
HIV & AIDS Report 2009 & 2010

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HIV & AIDS Report 2009 & 2010

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Vision, mission and values of the Institutional Office for HIV & AIDS (IOHA)

OUR VISION

To strive for excellence in delivering a quality service to all students in collaboration with internal, external and international partners.

OUR MISSION

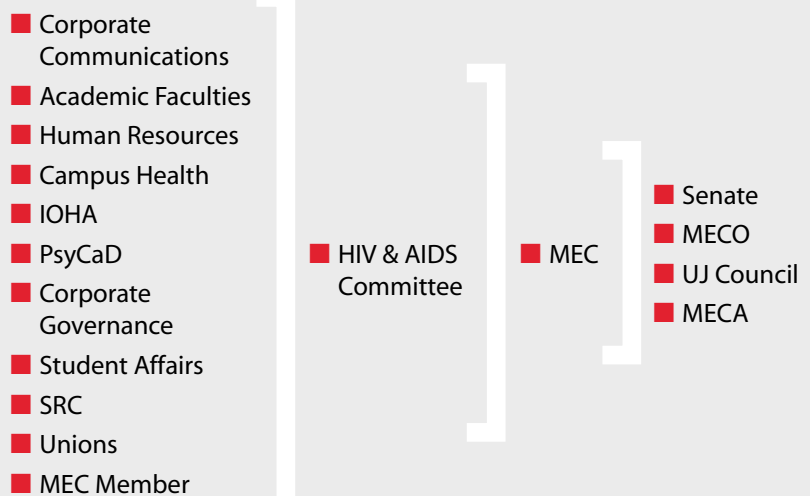
To continually develop effective strategies to ensure that students of the University of Johannesburg are better prepared, both professionally and personally, to deal with HIV & AIDS in South African society.

OUR VALUES

- Integrity and respect for human dignity and diversity
- Professionalism in dealing with students, staff and colleagues
- Acceptance, trust and confidentiality
- Care and support
- Innovation
- Individuality and collective effort



UJ's HIV & AIDS Programme



Significant progress has been achieved in recent times in preventing new HIV infections and in lowering the number of AIDS-related deaths. However, the number of people living with HIV continues to rise.

FOREWORD

Thus AIDS-related illnesses remain one of the leading causes of death in the world and are projected to continue as a significant cause of premature mortality in the coming decades (World Health Organisation, 2008). This means that HIV & AIDS will continue to be a major global health priority and the response to AIDS will require worldwide solidarity for decades to come.

As we all know, our sub-Saharan Africa region is the hardest hit by the epidemic. The region carries 67% of HIV infections worldwide and has 22.4 million people living with HIV, while the world's largest population living with HIV (5.7 million) resides in South Africa (UNAIDS, 2009). The country's HIV prevalence currently stands at 10.6% which means that South Africa has a "hyper endemic" epidemic (SA National HIV Prevalence, Incidence, Behaviour and Communication Survey, 2008).

When the first HIV Knowledge, Attitudes, Perceptions and Behaviour (KAPB) study in the Higher Education sector of South Africa was conducted in 2008-2009 to look at the scope and impact of HIV & AIDS in the sector, it was with great relief (although it was not unexpected) to find that HIV prevalence in our sector was below that of the country. However, the KAPB study also revealed that the probability of HIV prevalence rising high. This was especially evident in the findings that many students and staff were engaging in risky sexual behaviour that increased their risk, and that of their partners, of contracting HIV and other sexually transmitted infections.

In an attempt to address HIV & AIDS comprehensively, the Department of Higher Education and Training adopted the Higher Education Policy Framework for HIV in 2008. This framework comprises six key areas: leadership commitment; curriculum integration, research and community engagement; prevention, care and support; Human Resources workplace programme; communications; and monitoring and evaluation.

At the University of Johannesburg we support the Higher Education Policy Framework for HIV and we are busy with the UJ implementation plan in the lead-up to 2012. We take the plight of the HIV epidemic within our institution and our surrounding communities seriously. It is for this reason that our implementation plan includes the launch of this HIV publication, entitled "Reflections", which captures the achievements, challenges and growth of our HIV Programme over the 2009-2010 period. We envisage that "Reflections" will become an annual publication that includes a comprehensive review of the responses from all UJ communities as, together, we address HIV & AIDS.



*Prof Ihron Rensburg, Vice-Chancellor
of the University of Johannesburg.*

HIGHLIGHTS

2009

- UJ granted R2,837 million for seven HEAIDS projects
- The LINK programme expanded – 200 volunteers trained
- 65 staff members trained as peer staff educators
- Art for AIDS International and DramAide empowered The LINK volunteers with collage-making skills
- Futumalang Community Project
- More than 1 500 students tested during VCT Week
- Some 1 000 students attended the *Scrutinize Live* event on UJ World AIDS Day
- IOHA's website launched

2010

- Baseline data gathered through KAPB and Sero-prevalence study
- The LINK.com trained 50 school children to be peer educators
- The LINK Club launched
- IOHA conducted HIV workshops at 11 residences
- 1 201 students and employees tested during VCT Week
- HIV Stigma Knockout Soccer Tournament
- Stone statues erected on all four campuses as permanent reminders of UJ's commitment to HIV & AIDS awareness, care and support
- UJ HIV Academic Exhibition
- Alignment of five-year strategic plan for HIV with KAPB Sero-prevalence study recommendations and the Policy Framework (HEPF) for HIV in Higher Education
- *Am. I* Communication Campaign
- E-Resource for HIV teaching through Edulink
- Warrior of Light Project



HIV & AIDS COMMITTEE

PURPOSE

The purpose of the HIV & AIDS Committee is to facilitate the goals of HEPF within the UJ community by:

- reducing the threat of the spread of HIV & AIDS;
- mitigating its impact through planning and capacity development; and
- managing the impact of the epidemic in a way that reflects the mission of higher education institutions in society.

MEMBERSHIP

Membership of the committee is broad, thus ensuring that all sectors of the University are represented. Senior members are the Head of the Institutional Office for HIV & AIDS (IOHA), who is the chairperson of the Committee; the Registrar; leadership delegates designated by the MEC; the Executive Dean: Faculty of Health Sciences; and the Executive Director: Student Affairs.

The Health Training Centre, Campus Health, Corporate Communications, Corporate Governance, the Centre for Psychological Services and Career Development (PsyCaD) are all represented and the Wellness Specialist and Training and Development Officer from the HR Division are members. One senior academic from each faculty has a seat on the committee while the Student Representative Council has one seat and there is a representative for UJ's approved unions.

The HIV & AIDS Committee, which is appointed by the Management Executive Committee (MEC) and reports to the Registrar, fulfils a coordinating role at the University of Johannesburg (UJ) in respect of South Africa's Higher Education Policy Framework for HIV (referred to as HEPF).



FUNCTIONS

The committee functions within the current professional, ethical, legal, higher education and policy framework of the Republic of South Africa with specific reference to HIV & AIDS.

It formulates the University's HIV & AIDS strategy, in accordance with the Higher Education Policy Framework for HIV and with the approval of UJ's Management Executive Committee and with the Higher Education Policy Framework for HIV in Higher Education.

In particular, the committee focuses on:

- policy, leadership, advocacy and management;
- prevention, with the emphasis on HIV counselling and testing (HCT), sexually transmitted infections (STIs) and peer education for staff and students;
- care and support;
- workplace programmes for staff in relation to HIV & AIDS;
- teaching (curriculum integration);
- research and the raising of awareness
- community engagement; and
- monitoring and evaluation.

The committee's activities include:

- facilitating the implementation of the University's HIV & AIDS strategy;
- initiating and coordinating appropriate HIV & AIDS-related fundraising partnerships and projects;
- ensuring the maintenance of a University-wide database with respect to HIV & AIDS-related activities and projects on campus;
- backing the Campus Health Service and IOHA in carrying out the HCT programme;
- supporting the University in the execution of the HEPF for HIV; and
- advising the MEC on HIV & AIDS issues.

The HIV & AIDS Committee meets at least four times during the academic year.

The Institutional Office for HIV & AIDS



Ms Teolene Foster
Head: IOHA



Ms Deneshree Gengan
Project Coordinator



Mr Atholl Kleinhans
HIV Coordinator



Ms Claudia Da Rocha Kustner
HIV Coordinator

IOHA functions within the broader South African National AIDS Council framework and aligns its work with:

- the SA Strategic Plan for HIV & AIDS and STIs (2007–2011);
- the National Policy Framework on HIV & AIDS for Higher Education in South Africa (HEAIDS 2008);
- the UJ HIV & AIDS Policy; and
- other health-related policies within UJ.

IOHA is committed to:

- providing an effective and efficient service that is accessible to all students and staff;
- facilitating the holistic development of all students;
- establishing and fostering partnerships with internal and external stakeholders;
- creating an environment that is conducive to an optimal student experience; and
- creating opportunities that will prepare students to contribute positively to society.

With a presence on all four campuses of the University of Johannesburg, the Institutional Office for HIV & AIDS (IOHA) provides a service to students and employees. Its aim is to ensure that the HIV & AIDS programme forms part of the University's core activities. The Head of IOHA is chairperson of UJ's HIV & AIDS Committee.



The LINK Peer Education training in 2009.

The LINK – Student Volunteer and Peer Educator Programme

The Institutional Office for HIV & AIDS (IOHA) has been running an HIV student volunteer and peer education programme known as The LINK for a number of years.

Now well-established, this programme aims to empower students to become active agents for change both within and outside the University of Johannesburg.

The objectives of this programme are to:

- offer students training and skills to enable them to deal effectively with HIV & AIDS;
- engage students in HIV projects and campaigns on all campuses at UJ, as well as at schools, clinics and non-governmental organisations (NGOs) in the surrounding community;
- stimulate debate around HIV-related issues among students;
- encourage students to speak out against attitudes and practices that contribute to HIV being regarded as a stigma, both on and off the campus;
- promote care and support for students living with HIV; and
- provide students with a platform to expand on HIV & AIDS-related work within their chosen careers.

UJ's Student Peer Education Programme interviews student volunteers. Those who are selected are trained so that they can educate their peers on HIV & AIDS-related matters and promote healthy behaviour among the student population in general. These students also participate in leadership, diversity and team-building workshops.

TRAINING OF PEER EDUCATORS IN 2009

In 2009, The LINK's programme was expanded to accommodate more students, with basic training in HIV & AIDS. Life skills training was also provided to 200 volunteers across all four campuses.

Pedagogy of Action – Doornfontein Campus

The LINK volunteers from the Doornfontein Campus participated in the Pedagogy of Action Programme, which was held on 16 May 2009 under the leadership of Dr Nesha Z Haniff from the University of Michigan.

This programme used an oral module to train HIV activists to present basic material on HIV & AIDS in order to be able to communicate effectively in low literacy communities. It focused on physical motions and acronyms to teach the pathology of HIV & AIDS, how these illnesses develop and how they can be contracted, and how to treat individuals that may be affected by either illness.

These volunteers have used and will continue to use the skills they learned in their community outreach and campus awareness projects.

TRAINING OF PEER EDUCATORS IN 2010

Basic HIV training and induction camp

In February and March 2010, peer educators learned about HIV & AIDS and behaviour change and were trained in participatory techniques (interpersonal as well as group communication skills) in order to be able to engage their peers in problem-solving exchanges about behaviour and underlying sexuality, gender and socio-economic barriers. In total, 200 students from the four UJ campuses were trained during five two-hour modules.

As part of The LINK induction programme for peer educators, 120 students drawn from all four campuses were taken to a training camp held at Bushtrails in the Magaliesburg.

Students were introduced to the vision, mission and objectives of IOHA and The LINK programme, and helped to understand what it means to be a peer educator and volunteer. They chose the area in which they wished to be involved – Prevention and Awareness, Community Outreach or Care and Support – and were given the appropriate specialised training.

The camp strengthened ties between the peer educator groups on the four campuses and the opportunity was used to strategise and to draw up plans for the year ahead.



Diversity training camp in August 2010.



A team-building social event on the Kingsway Campus in March 2010.

DIVERSITY TRAINING AND TEAM BUILDING

For the past four years, the IOHA office has arranged a diversity camp for The LINK peer educators. In 2010 this was held in August. Facilitated by Professor Tony Naidoo from the University of Stellenbosch, the workshop encouraged peer educators to explore their diversity, as well as the diversity issues they experienced as peer educators. The training included a fun-filled team-building session which enabled peer educators to learn the importance of team work and communication.

In an effort to increase team spirit and enhance cooperation, the Kingsway LINK had a team-building function in March 2010. The members of The LINK got to know each other better and took the opportunity to share their experiences.

PREVENTION AND AWARENESS

Untold Stories – festival of short films 2009

In an attempt to draw students into debating HIV & AIDS issues, The LINK held a three-day festival of short films on all four campuses from 19 to 21 May. It formed part of Careweek (see the section on IOHA's Prevention Programmes in this report). A collection of HIV-related films – Soul City's *Untold Stories* – was screened and this was followed by discussions.

Subjects such as multiple, concurrent partners, abuse of women, child-headed households and disclosure were covered. The films were well-attended, and provided a non-threatening and interesting space for peer education.

Condom/STI Week 2009

During the week of Valentine's Day, from 9 to 13 February, the annual Condom/STI Week was run on all four campuses. It is estimated that 1 600 students participated.

Condom/STI Week 2010 – Kingsway and Soweto Campuses

In the lead-up to Valentine's Day, a campaign was run from 8 to 12 February on these two campuses to raise awareness about HIV and other sexually transmitted infections (STIs) and to promote the use of condoms as a preventive measure. The LINK members on the Kingsway Campus had a stall at the Student Centre where most students congregate. They were able to educate almost 200 students about HIV and other STIs through condom demonstrations and interactive discussions.

The Soweto LINK group had a stall in the library gardens where condom demonstrations were conducted and condoms distributed. Students were also made aware of STIs and the need for early diagnosis and treatment.



Condom/STI Week on the Kingsway Campus in February 2010.



Careweek on the Soweto Campus in March 2010.

Careweek 2010 – Soweto Campus

The members of the LINK's Prevention and Awareness team set up stalls in the grounds of the campus during Careweek, which was held from 3 to 7 March, and educated students about STIs and the correct use of condoms. The team managed to talk to about 200 students who were eager to learn from The LINK members.

Presentations in 2010 to French class and METHSOC – Kingsway Campus

A lecturer from the French Department asked The LINK to conduct an information session and this was held on 18 March 2010. The team told the students about the volunteer work they undertake on campus and conducted basic HIV & AIDS training with the class, with the emphasis on the correct way to use a condom.

One of the religious societies for students on campus, METHSOC, invited The LINK to give a talk about HIV & AIDS on 10 June 2010. The audience of 90 students was very attentive and open to discussing matters such as condom usage.

Women of Worth 2010 – Kingsway Campus

The LINK and the Student Representative Council on the Kingsway campus collaborated to arrange a seminar during August (women's month), which focused on the role of women in modern society and the impact of HIV & AIDS. The intention was to educate women about various issues, including HIV & AIDS.





The LINK volunteers at the Lefelo la Tlhokomelo Community Centre in Hillbrow in May 2009.

COMMUNITY OUTREACH

Futumalang Community Project 2009

IOHA launched the Futumalang Community Project on 29 May. The LINK volunteers collected warm children's clothes, non-perishable food and blankets and distributed these to refugees and disadvantaged HIV-positive adults and children at a Keep Warm workshop at the Lefelo la Tlhokomelo Community Centre in Esselen Street in Hillbrow. During the workshop, the students sang songs and recited poems about HIV prevention, care and support.

Art for Girls 2010 – Bunting Road and Doornfontein Campuses

In celebration of Women's Day, IOHA hosted a community outreach project on 7 August, in collaboration with the Lefelo la Tlhokomelo Community Care Centre. Eighty local schoolgirls were encouraged to express themselves through art.

The LINK volunteers from the Bunting Road and Doornfontein Campuses assisted the girls in making collages from magazine clippings. While the children worked, the students discussed the topic "My future as a woman in South Africa" with them.



The LINK Community Outreach team visited the Carl Sithole Community Centre in Soweto – Aug 2010.

Carl Sithole Community Centre 2009 and 2010 – Soweto Campus

The Soweto LINK donated clothing to the Carl Sithole Community Centre in Soweto on 7 August 2009.

In 2010 The LINK became involved in a far more ambitious and wide-ranging project with this centre. It started on 14 August 2010 with the Community Outreach team organising a fun-filled day for the children, who were entertained with movies and games and provided with snacks. There was a brief discussion about the basic facts of HIV & AIDS.

A follow-up session was conducted with the centre's staff members on 14 August to identify the needs of the centre and it emerged that the boys required more interventions. On 21 August a closed session was conducted with the boys to get to know them better and to build a rapport. This was followed by a collage-making session which gave them an opportunity to express their feelings. A debriefing session was also held.



The LINK members preparing a LINK.com project at Esselen Street Community Centre.

The LINK.com 2010 – Bunting Road and Doornfontein Campuses

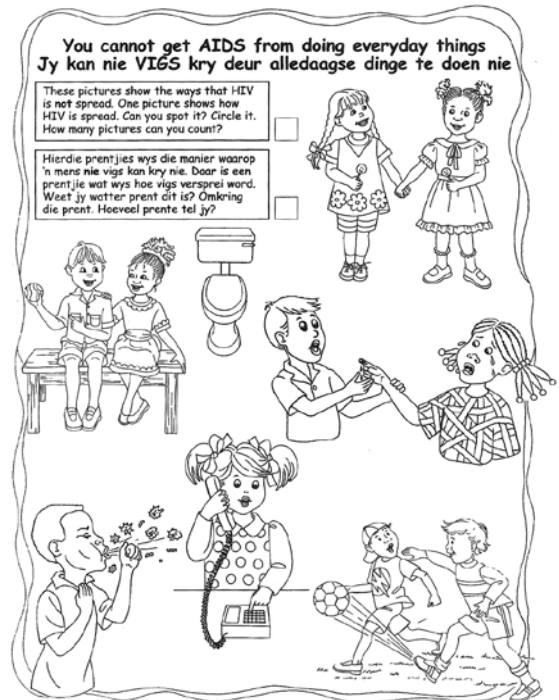
The LINK.com, which started in February 2010, involved The LINK peer educators from the Bunting Road and Doornfontein campuses and peer educators from the Reproductive Health & HIV Research Unit (RHRU). Together they trained schoolchildren to be peer educators within their communities and, in particular, to reach out to children in their own age group. Training topics were fun and experiential, and included discussions on HIV, prevention, positive living and life skills.

Twice a month on a Saturday morning, The LINK peer educators met around 50 schoolchildren from Hillbrow at the Community Centre in Esselen Street. The training ended in October 2010.



Progressive Primary School Project 2010 – Bunting Road Campus

In April 2010 members of The LINK talked to 55 learners from the Progressive Primary School in Braamfontein about HIV prevention and treatment. They used pictures from an HIV-themed colouring book to elicit questions and stimulate discussion among the learners.



The LINK members with learners at the Progressive Primary School in Braamfontein in April 2010 (above) and a page from the HIV-related colouring book that was used in the session (above right).

Warrior of Light 2010 – Doornfontein and Bunting Road Campuses

To mark 67 Minutes Day, held in celebration of Nelson Mandela's birthday on 18 July, The LINK peer educators from the Community Outreach groups on the Doornfontein and Bunting Road Campuses collected clothes and old books to give to the Salvation Army centre in Braamfontein.



The LINK members involved in the Warrior of Light Community Outreach Winter Collection Drive in July 2010.

Thaba Jabula (TJ) High School 2010 – Soweto Campus

On 1 April 2010 The LINK's Community Outreach volunteers started a project at TJ High School in Soweto to educate learners in Grades 10 and 11 about the basic facts of HIV & AIDS and to establish a long-term relationship with the school and its learners. The learners participated enthusiastically in the discussions.



The LINK Community Outreach volunteers at TJ High School in Soweto.



YWCA residence 2010 – Soweto Campus

The LINK's Prevention and Awareness team visited the YWCA residence in Dube, Soweto in August as part of an awareness campaign. A film of short stories relating to HIV & AIDS was shown with the aim of encouraging discussion afterwards. Students responded positively and remained engaged throughout the session.

A second visit was undertaken in September when students were given basic training in HIV & AIDS to be able to identify and minimise the risk of their contracting HIV. The sessions were well-attended and participants said that more of this kind of training was required.



The LINK Prevention and Awareness team visited the YWCA in Soweto in August and September 2010.

LINK CLUB
 Take action, be part of the Revolution!
 Join the LINK CLUB today...

LINK CLUB is open to all UJ students. Application forms available at IOHA offices on all campuses. **Benefits include:** LINK Clubcard; exclusive invitations to LINK events; monthly social sessions; annual picnic; information forums and freebies.

Join a new UJ generation that chooses to say:

- YES to safe sex
- NO to alcohol and drugs
- YES to HIV testing and treatment
- NO to stigma
- YES to an AIDS Free Generation
- NO to transactional (\$) sex

LINK CLUB

REVOLUTION

ioHA
 UJ INSTITUTIONAL OFFICE FOR HIV & AIDS

APK : A Ring 425B
 ABP : B Red 9
 DFC : House 5B
 SWC : SRC Offices

011 559 1088
www.uj.ac.za/ioha
 Join us on Facebook
 The LINK-UJ

RETHINK EDUCATION.
 REINVENT YOURSELF.

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Launch of The LINK Club 2010

The LINK Club, which is an extension of The LINK programme, seeks to recruit a large body of students interested in supporting HIV-related events on UJ campuses. The purpose is to raise awareness of HIV and to decrease the number of new infections at the University.

The LINK Club is based on the principle of the social network approach to preventing HIV & AIDS. The yearly target number of new recruits for each campus is 500 students. Primarily enlisted by The LINK students, The LINK Club members can join at any time during the year.

During the launch of The LINK Club in May 2010, The LINK Prevention and Awareness group was active in encouraging students to sign up for membership of the club. All The LINK members were briefed on the purpose of The LINK Club as well as the benefits of students joining. Flyers were handed out to interested students.





Idols' Singer Tender Mavundla; Ms Claudia Da Rocha Kustner, HIV Coordinator and the Head of IOHA, Ms Teolene Foster at the UJ/IOHA candlelight event.

IOHA's Prevention Programmes

Hope was the focus of the Candlelight Ceremony held on the Bunting Road Campus.

Careweek 2009

The Institutional Office for HIV & AIDS (IOHA) celebrated Careweek, from 15 to 22 May, with a myriad exciting and dynamic projects on all four campuses of the University of Johannesburg. These are described below.

Candlelight of Hope

Hope was the focus of the Candlelight Ceremony which was held on 15 May on the Bunting Road Campus. Although it is important to commemorate those who have passed away from AIDS-related illnesses, the IOHA team believes strongly that such an event should not convey a message to students and staff that HIV & AIDS equals death. This is a perception that continues to permeate society, possibly leading to the continued stigma associated with HIV & AIDS as well as to the fear of testing and disclosure.

The programme included an informative speech by the Vice-Chancellor, Professor Ihron Rensburg, in which he highlighted the importance of the inclusion of HIV & AIDS on agendas in all UJ management forums, including the Students' Representative Council (SRC) and student organisations. He recommended that an audit should be conducted every quarter to determine how many of these forums include HIV & AIDS on their agendas.

An inspiring address by the SRC President Xolani Mkhwembe, and a riveting performance of song and motivational talk by Idols' singer 2007, Tender Mavundla, who lives openly with HIV, formed part of the Candlelight of Hope programme. The event was enjoyed by staff and students alike.

For further information about Art for AIDS International, please go to www.artforaidsinternational.org



Art for Aids collage-making training with The Link peer educators, IOHA staff and Mr Hendrikus Bervoets, Head of Art for AIDS International in May 2009.

Art for AIDS International – training in collage-making

A Canadian organisation, Art for AIDS International, offered a unique educational opportunity for The LINK members. Two full-day workshops were held on 18 and 19 May at the UJ Art Gallery, teaching volunteers the skill of collage-making as a means of engaging with people and creating awareness about the HIV & AIDS pandemic in sub-Saharan Africa. The students were asked to explore their artistic insights into HIV & AIDS and its impact on society, by creating original collages. They then shared their insights with one other.

Later in the year the LINK volunteers used this powerful, innovative technique to conduct further HIV art-making workshops with other UJ students and with learners in local schools, as part of their community outreach work (see the section on the LINK's activities in this report).

At a time when "HIV fatigue" has set in, especially among the youth, the idea of portraying knowledge of, feelings about and attitudes to HIV & AIDS in artworks, is a novel and unexpectedly effective way of raising awareness of HIV. This is evident in the accompanying photographs.



The Link peer educators, IOHA staff and Mr Hendrikus Bervoets, Head of Art for AIDS International.



A Scrutinize Live event was hosted by IOHA to mark UJ World AIDS Day in September 2009.

VCT Week 2009

Voluntary Counselling & Testing (VCT) Week is an annual event at UJ. The main aims of this campaign are to give students the opportunity to be tested for HIV and to answer any questions they may have concerning HIV & AIDS. The latter is very important as providing such information has the potential to bring about behavioural change among students. VCT Week also serves to draw attention to the care and support services offered by the Campus Health Services and IOHA.

During VCT Week 2009, which was held from 17 to 21 August, IOHA used the services of HIV testing and counselling organisation, New Start, which provided the nurses and counsellors to conduct HIV counselling and testing on all four campuses. The initiative was a great success, with over 1 500 students being tested during the week.

UJ World AIDS Day 2009

For UJ's annual World AIDS Day, IOHA hosted a one-hour *Scrutinize Live* event at the Kingsway Campus on 18 September. Celebrities such as Joey Rasdien, Fezile and JR performed during the event, the purpose of which was to educate young adults to scrutinize their risky sexual behaviour. An estimated 1 000 students from all four campuses attended.

The 20 to 30 members of The LINK on each campus were responsible for organising activities in the lead-up period to 18 September with the goal of ensuring that students attended the event. Given budgetary constraints, they had to come up with marketing ideas that cost nothing.

From 15 to 18 September, during the build-up campaign to World AIDS Day, New Start was contracted to offer VCT services on all campuses. In total, 357 students and staff members were tested during this period.



Careweek 2010

The main event of Careweek was held on 7 May at the Amphitheatre on the Bunting Road Campus. Guest speakers included SRC members and the Pro Vice-Chancellor, Professor Derek van der Merwe, who gave an inspiring keynote address. He said that the two major challenges to the mainstreaming of HIV at UJ were workplace programmes and curriculum integration.

Two animated characters performed *Hlakanipha – Be Wise*. With soccer as its theme, this production educated the audience about HIV transmission and prevention. Some 200 students attended the event.

UJ Pro Vice-Chancellor, Professor Derek van der Merwe.

IOHA website preview launch 2009

The institutional office for HIV & AIDS gave a preview of its website at a launch held on 24 November in the Council Chambers which was well attended by the relevant stakeholders.

Introducing the staff and students of UJ to IOHA and the services it offers, the website features current and past events, provides links and documents relating to HIV & AIDS, highlights the many and varied campaigns that IOHA runs and boasts a picture gallery with images of these activities.

HIV workshops at residences 2010

IOHA conducted training workshops during April and August at the residences of the Bunting Road, Doornfontein and Soweto Campuses and will be rolling out these workshops at Kingsway residences next year.

The topic of the workshops, *Let's talk about sex in the residences*, drew large numbers of students. Discussions were held on risky sexual practices and behaviours and the prevention of HIV and Sexually Transmitted Infections (STIs).

A serious eye-opener for most of the students, the workshops provided some of them with their first opportunity to ask questions relating to HIV and sex. Judging from some of the questions asked, it is clear that some students do not have enough knowledge about HIV & AIDS and it shows that IOHA has a huge task in educating students about the HIV epidemic and preparing them for life beyond the campus. In total, 600 students attended these workshops and the residences that participated were Broadcast Court, Panorama, Robin Crest, Aurum, Sivebeek, Habitat, Jeunesse, Majuba, Horison, YMCA and YWCA.



IOHA promoting HIV testing @ UJ.

IOHA and Tshepang Trust STOP Training 2010

From 28 July to 5 August, the Tshepang Trust, in collaboration with IOHA, conducted STOP conversation workshops on all UJ campuses. A total of 170 students participated.

The aim was to tackle the topic of HIV in a different way, by having conversations with students about HIV and encouraging them to stick to one sexual partner, as having multiple concurrent sexual partners is one of the drivers of HIV. The students enjoyed the workshop as it created a platform for them to share their experiences of HIV and sex.

VCT Week 2010

The annual VCT Week was run from Monday 23 to Friday 27 August on all four campuses, with a particular focus on couples. The initiative was coordinated by New Start.

Overall, 1 201 students and employees were tested; with Doornfontein Campus recording the best attendance (362) followed by Kingsway (359), Bunting Road (291) and Soweto (189). On all campuses, more students than employees were tested and the part played by student leaders from the SRC, the House Committees and the South African Student Organisation (SASCO) in setting an example to other students, must be acknowledged. These leaders took responsibility for their health by going for testing. Of the total number of people tested during the week, 1.3% tested HIV positive.

The University is strengthening its strategies for mitigating the impact of HIV & AIDS, and addressing the prevention of HIV. Many students were keen to be tested. In an interview during the week, HIV coordinator for the IOHA, Ms Claudia Da Rocha Kustner, said: "Our office believes that regular HIV testing forms an integral part of prevention, care and support of students and staff at UJ."

"IOHA challenged our residence committee to do the test, so I thought that as a leader, it was a good thing and I should lead by example," said Miss Masentle Belebesi, a third year Accounting student and the head of the House Committee at Horison.

Belebesi said that she was not nervous even though it was her first time testing for HIV. Thato Lebea, first year Marketing student; Tiisetso Maganedisa,



Lebea's classmate; Thabo Mosia, also a first year student studying Information Technology (IT); Mmakwena Leapheka, a National Diploma Accounting student in her third year and LINK peer educator, were among the brave students that tested.

The Kingsway Campus's SRC members; Simphiwe Gada, an Academic and Quality Assurance Officer and Morris Nchachi, responsible for Social and Welfare of students, also took the test. These two friends and colleagues were also behind getting the message spread around the Kingsway Campus, to attract more students to test. "It is my responsibility to make a new start since I am studying. It is important to know my status as this will determine how I have to shape my future," said Simphiwe Gada.

Ms Claudia Kustner, HIV coordinator for the IOHA, had the following to say: "Our office believes that regular HIV testing forms an integral part of prevention, care and support of students and staff at UJ."

She also said that IOHA has an established support group on all campuses for students living with HIV. Students that are interested in joining the group or in getting more information can contact Ms Kustner on 011 559 6807 or Mr Atholl Kleinhans on 011 559 4927.

The initiative by IOHA to get students tested for HIV was coordinated by New Start, an HIV testing and counselling organisation.

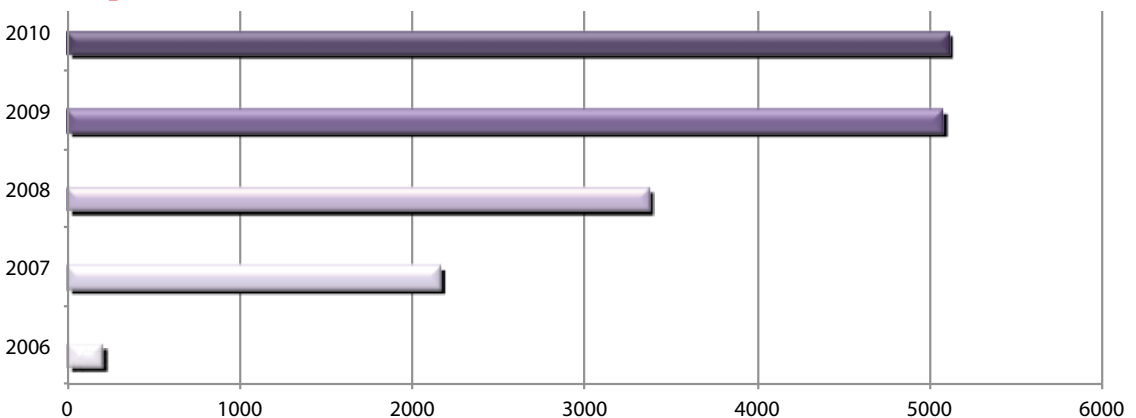


The HIV Stigma Knockout Tournament was held in August 2010.

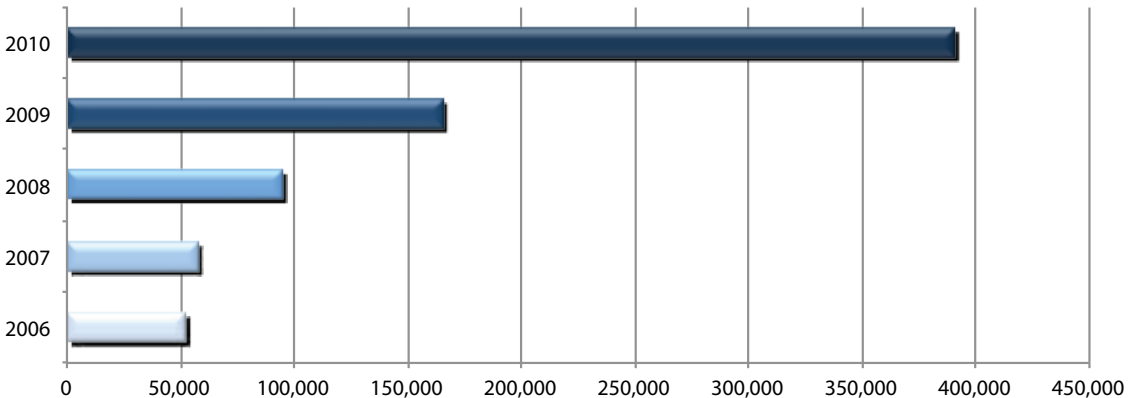
HIV Stigma Knockout Tournament 2010

On 27 August, IOHA hosted a soccer tournament in partnership with the University’s Department of Public Governance. Held at the Soweto Campus, the aim of the project was to convey messages about HIV through soccer. Student leaders were also encouraged to be tested for HIV. The event was attended by nearly 400 students. Testing services were provided by New Start and the medals and trophies were sponsored by UJ Sport.

VCT Uptake Statistics



Condom Distribution Statistics



Statistics are gathered from the collaborative testing campaigns by IOHA and Campus Health.

UJ World AIDS Day 2010

UJ World AIDS Day was celebrated on 17 September on the Soweto Campus and was well attended by both students and staff members. The campus director, Dr Joe Manyaka, delivered the keynote address and the audience of close to 250 enjoyed HIV “edutainment” in the form of drama, poetry and song performed by the UJ Soweto Choir and Drama Group. The LINK members from all four campuses were involved in organising the event.

IOHA FORUMS 2009–2010

IOHA FORUMS 2009		
Forum Topic	Presented by	Date
IOHA launched its first AIDS forum entitled: "Sex and Sexuality".	Pierre Brouard, Deputy Director of the Centre for AIDS at the University of Pretoria.	24 th July 2009
"One Book, One Library" This was a joint initiative between IOHA and UJ Library.	" <i>The Three Letter Plague</i> " book from Jonny Steinberg was presented by Dr A Janse van Vuuren. Discussion on the topic of HIV & AIDS followed the presentation.	27 th August 2009
IOHA FORUMS 2010		
Forum Topic	Presented by	Date
"Sex and Sexuality"	Engender Health, an NGO that specialises in Gender and Sexuality issues.	26 th February 2010
"HIV and Human Rights"	Engender Health	18 th March 2010
"HIV in the Workplace"	Dr A Foster, Occupational Health Physician from BMW South Africa.	15 th April 2010
"HIV in the University"	Mr Atholl Kleinhans, from the Institutional Office for HIV & AIDS at UJ.	14 th July 2010
"Gender & HIV"	Ms Elli Kriel, from the Department of Sociology at UJ.	26 th August 2010
"HIV Heritage: Past, Present & Future"	Mr Mark Heywood, the Deputy Director of SANAC and Director: AIDS Law Project.	23 rd September 2010



The Institutional Office for HIV & AIDS (IOHA) held its first colloquium on 8 June 2010 – the intention was that this would become an annual event. With the topic of *Conversations around HIV & AIDS*, the purpose of the colloquium was to discuss the findings of the Knowledge, Attitude, Perceptions and Behaviour (KAPB) and Sero-prevalence Research Report.

IOHA Colloquium

KAPB and Sero-prevalence Research Report

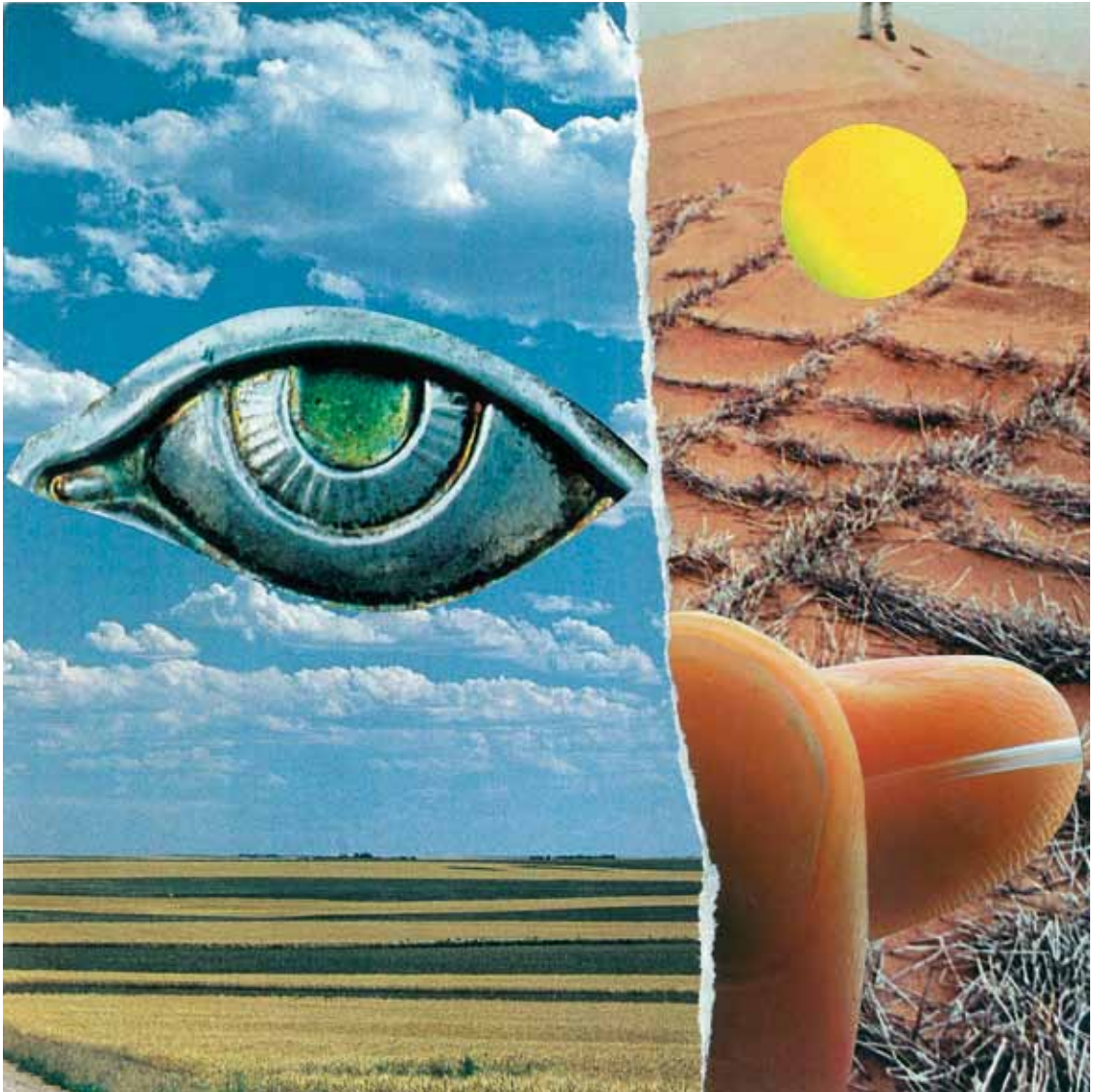
A total of 1 915 people – 1 443 students, 145 academic staff and 327 administrative and service staff – participated in a Knowledge, Attitude, Perceptions and Behaviour (KAPB) and Sero-prevalence study at the University of Johannesburg in 2008/2009. The study, which was conducted under the auspices of the Higher Education HIV & AIDS Programme (HEAIDS), recorded a response rate of 77.7% and produced some interesting results. It revealed that 1.6% (628) of the students, 2.7% (24) of the academic staff, 3.9% (119) of the administrative staff and 13.3% of the service staff, were HIV-positive.

The survey indicated that 71% of students were sexually active, with 2% from this sample testing HIV-positive. Male staff members were more likely to be HIV-positive than female staff members, however this finding was not statistically significant. Female students, on the other hand, were more likely to be HIV-positive than male students.

Using the survey as a comparison on a whole between male and female students, 49% of males and 31% of females had had more than one partner in the past year. In her assessment of the results, the Head of the Institutional Office for HIV & AIDS (IOHA), Ms Teolene Foster, said the qualitative findings supported the view that multiple concurrent partnerships were common in both student and staff populations.

According to the survey, condom usage among students was higher than it was among staff members. Furthermore, the study indicated that the older the participant, the less likely that person was to use a condom. This outcome correlates with the high HIV prevalence rate in the 25-35 age groups (4%) and the 35 and above age group (6.5%) for both students and staff compared with students in the 18-24 age group (1.3%). Of the participants, 73% of the academics, 50% of the service staff and 70% of the students had been tested for HIV in the past year.

The survey showed that alcohol usage among students was high, with 61% of the students taking alcohol regularly. This is significant as the high consumption of alcohol often leads to unplanned and unprotected sex.



On the other side of the scale, 30% of the staff and 27% of the students who participated in the survey had never consumed alcohol.

Clearly stigma still poses an important challenge as only a third of students and staff members felt that they would be supported by their friends if they were living with HIV. Other concerns raised by students and staff in the study were management's commitment to HIV & AIDS.

Key Outcomes of the Colloquium

- The development and implementation strategy for prevention, care and support for students and staff.
- Renewed commitment amongst stakeholders with regards to collaborative partnerships and programme planning.

Internal Partnerships

In the interest of providing a far-reaching and quality service to students and staff, the Institutional Office for HIV & AIDS (IOHA) works in partnership with a number of divisions, faculties, organisations and offices throughout the University of Johannesburg.

Operations Division

The University's Operations Division, through its cleaning services, collects condoms from IOHA offices and distributes these to dispensers on all four campuses.

Campus Health

IOHA promotes voluntary counselling and testing (VCT) through annual campaigns to increase the uptake of VCT at all the Campus Health clinics. IOHA also refers students and staff to Campus Health for further consultations.

HR Training and Development

IOHA offers HIV & AIDS training to staff members and this is provided through the Human Resources (HR) Division's department of Training and Development.

SRC and student organisations

The Students Representative Council (SRC) and student organisations across UJ collaborate with IOHA and The LINK on several HIV & AIDS projects.

Library and Information Services

IOHA partnered with Library and Information Services to present the "One Book, One Library" forum on 27 August 2009. The featured book – Jonny Steinberg's *Three-Letter Plague* – deals with HIV & AIDS and aspects were incorporated into IOHA's projects for that year.

Protection Services

IOHA undertakes joint projects with Protection Services on the campuses to address social issues related to HIV & AIDS. Every year Protection services hosts a campus security awareness campaign in which IOHA collaborates with

regards to awareness around rape, alcohol and drug abuse as some of the drivers of the HIV pandemic.

Management Executive Committee

Members of the Management Executive Committee support and participate in the University's annual HIV & AIDS programme.

HIV & AIDS Committee

IOHA serves on the committee and reports on prevention, care and support, as well as the Higher Education HIV & AIDS Programme.

Referrals to other offices

IOHA supports the Staff Peer Education Programme and refers students and staff to the following (as appropriate) for further consultations: the Centre for Psychological Services and Career Development (PsyCaD), the Occupational Safety Office, the Occupational Health Office and the HR Wellness Office.

Academic Faculties

IOHA advocates and supports academic faculties with the integration of HIV & AIDS awareness into the curriculum. We offer basic HIV & AIDS training as part of orientation to first year students. IOHA also collaborates with the various Faculties on curriculum specific training and projects i.e. HIV awareness posters with the Faculty of Art, Design and Architecture (Graphic Design); HIV in the Workplace training for the Faculty of Management; community outreach training for the Department of Psychology; basic HIV & AIDS facts for the Faculty of Health Science and many others.

Corporate Communications

The corporate communications team, in collaboration with IOHA, develop marketing ideas and strategies to raise awareness amongst staff and students at UJ. As part of the HEPF the corporate communications task team launched a massive HIV & AIDS communication campaigns at UJ which will be ongoing as per the HEPF.

Corporate Governance

The corporate governance team assists with the quality assurance and uploading of all the documentation pertaining to HIV & AIDS and the HEPF onto the Image Now System.

Established External Partners

Soul City provides the Institutional Office for HIV & AIDS (IOHA) with original material and digital media, which are then used in IOHA and The LINK projects.
www.soulcity.org.za

New Start assists IOHA with voluntary counselling and testing (VCT) during the established annual VCT campaign which runs for a week on all four campuses of the University of Johannesburg.
www.newstart.co.za

The **Society for Family Health** provides IOHA with a constant supply of male and female condoms, which are distributed to students and staff.
www.sfh.co.za

The **Centre for the Study of AIDS** at the University of Pretoria assists IOHA with useful information and material for university-level HIV projects and programmes.
www.csa.org.za

Lefelo la Tlhokomelo Wellness Centre. IOHA and The LINK volunteers work closely with Lefelo la Tlhokomelo in Hillbrow, on community outreach projects.
www.rhru.co.za

Academic staff members from the University of Stellenbosch assist IOHA with the training and skills development of The LINK volunteers.
www.sun.ac.za

DramAide assisted IOHA with financial support and skills development for a project for The LINK in 2009. Further exciting projects will be planned with this partner.
www.dramaide.co.za

The national **Department of Health** provides IOHA with HIV & AIDS material for distribution to students and staff.
www.doh.gov.za

The **Tshepang Trust** is assisting IOHA by providing information, training and support to peer educators on the STOP Programme.
www.tshepangtrust.org

EngenderHealth assists IOHA by providing training, material and support, especially with regards to gender issues.
www.engenderhealth.org

This condom-distribution project is a unique partnership between the **South African Business Coalition on HIV/AIDS** (SABCOHA) and the national Department of Health. **Project Promote** provides UJ with a supply of condoms for distribution.
www.sabcoha.org/project-promote

A partnership between the **University of the Free State** and IOHA relating HIV & AIDS collaborative projects was established.
www.ufs.ac.za

EU/DOE/HESA/HEAIDS Project

Funded under the European Programme for Reconstruction and Development

The Higher Education HIV & AIDS Programme (HEAIDS) is an initiative of the national Department of Education and funded under the bi-lateral partnership between the European Commission and the government of South Africa. Higher Education South Africa (HESA) – the representative body of university vice-chancellors – has been contracted to implement the programme on behalf of the Department of Education.

Sector level activities

Activities at the sector level included the following projects:

- developing an HIV policy framework for the sector with support for institutions in developing/refining institutional policies and implementation plans;
- developing a funding model to ensure sustained intervention;
- exploring and establishing the roles of educators (including academic staff) in mitigating the impact of HIV;
- piloting of an HIV module at 23 teacher education facilities;
- undertaking a Sero-prevalence research study, a Knowledge, Attitudes, Perceptions and Behaviour (KAPB) survey and a risk assessment of the higher education sector;
- designing and developing a workplace programme for institutional staff;
- good and innovative practices in HIV prevention; and
- graduate competency with regard to HIV & AIDS in the workplace.

The University of Johannesburg participated in all these sector level activities.

THE UJ Project Team



*Professor Marie Muller
MEC Representative*



*Ms Teolene Foster
Project Manager*



*Ms Deneshree Gengan
Project Manager*



Institutional level activities

All higher education institutions submitted a proposal for the funding of a project or projects to the maximum amount of R3 million. UJ submitted a proposal and was granted R2,837 million for the following:

- Project 1: HIV & AIDS Prevention, Treatment, Care and Support Programme;
- Project 2: HR Workplace Programme;
- Project 3: HIV & AIDS monitoring and evaluation systems;
- Project 4: Strengthening the quality, quantity and accessibility of HIV & AIDS research;
 - Project 4.1: RIMS (Research Information Management System);
 - Project 4.2: Research on resilience and HIV & AIDS; and
- Project 5: Effective planning, management, coordination and monitoring of institutional HIV & AIDS programmes.

A UJ HEAIDS project team was established in January 2008 and held meetings on a monthly basis in 2009. The members included the Registrar, project managers for each project, as well as a representative from Finance and Procurement.

The project ended on 30 November 2009. The final narrative, financial and audit report was submitted to HEAIDS on 26 February 2010.



*Ms Mavis Mphanje
Project Manager*



*Mr Dale Towert
Project Manager*



*Mr Flippie Jacobs
Finance and Procurement
Representative*



*Sister Marietjie Bester
Project Manager*

UJ's final feedback on its reports was positive and the following outcomes were achieved through this grant:

- Campus Health Facilities were expanded to accommodate more counsellors and interns to conduct VCT services.
- A management information system was developed for Campus Health to ensure accurate data capturing and monitoring of services.
- Staff were appointed in IOHA and Campus Health.
- Staff peer education programme was established.
- Research paper entitled: "Resilience and HIV" was presented at a conference in England by Prof P Fourie (Department of Political Science).
- Research information management system was established to capture all HIV-related research conducted at UJ.
- The audit report was done by PWC and UJ was competent in all aspects as outlined in the Project Guidelines.

The Higher Education Policy Framework for HIV & AIDS

The Policy Framework for HIV in Higher Education was launched by the then Minister of Education, Naledi Pandor, in October 2008 and adopted by HESA.

A workshop was subsequently held on 3 December 2008 which involved Higher Education HIV & AIDS (HEAIDS) and the University of Johannesburg's HIV & AIDS Committee. The purpose was to discuss the alignment of UJ's current HIV & AIDS Policy with the recommendations of the Higher Education Strategy against HIV & AIDS listed in the gap analysis report (policy research conducted by the service provider appointed in 2008 by the European Union, the national Department of Education, Higher Education South Africa and HEAIDS). A task team was established in 2009 to continue the process.

UJ has allocated a budget of R2,2 million to the task teams to implement Phase 1 of the Higher Education Policy Framework (HEPF) for HIV at the University. Team leaders submitted narrative and financial reports to the HIV & AIDS Committee on a quarterly basis in 2010. The roll-out plan for HEPF for the three-year period from 2010 to 2012, for each subtask-team, can be found in the Appendix to this report.

The current UJ HIV & AIDS Policy has been aligned with the HEPF for HIV document and was approved by the MEC in December 2010.

The following sub-task teams have been formed to implement the Higher Education Policy Framework for HIV at UJ:

Key result areas	Sub-task team leaders and members
Curriculum Integration, Research and Community Engagement	<p><i>Leader</i> Dr Helen Dunbar-Krige (Faculty of Education)</p> <p><i>Members</i> Professor Liza Bornman (Faculty of Science) Ms Elli Kriel (Faculty of Humanities) Ms Mpho Satekge (Faculty of Health Sciences) Professor Anton Muller (Faculty of Management) Ms Bella Vilakazi (Centre for Technology Assisted Learning – CenTAL) Mr Mduduzi Biyase (Faculty of Financial and Economic Sciences) Ms Ernestine Meyer-Adams (Community Engagement) Ms Kim Berman (Faculty of Art, Design and Architecture)</p>
Workplace Programme	<p><i>Leader</i> Ms Mavis Mphanje (Human Resources:Wellness)</p> <p><i>Members</i> Dr Cookie Govender (Human Resources:Training and Development) Sr Elana Venter (Occupational Health) Mr Kobus de Bruyn (Occupational Safety) Unions (1 Representative)</p>
Monitoring and Evaluation	<p><i>Leader</i> Ms Nicolette Olivier (Corporate Governance)</p> <p><i>Members</i> Mr Adrian Hultquist (Division for Institutional Planning and Quality Promotion) Ms Deneshree Gengan (Institutional Office for HIV & AIDS – IOHA)</p>
Prevention, Care and Support	<p><i>Leaders</i> Sr Marietjie Bester (Campus Health) Dr Pieter Els (Health Training Centre)</p> <p><i>Members</i> Ms Monki Sebigi (Community Engagement) Ms Carla Durbach (Centre for Psychological Services and Career Development – PsyCaD) Ms Claudia Da Rocha Kustner (IOHA)</p>
Leadership Commitment and Reporting	<p><i>Leaders</i> Professor Marie Muller (Registrar) Ms Teolene Foster (Chairperson: HIV & AIDS Committee)</p> <p><i>Members</i> Student Affairs Representative Students' Representative Council Representative Mr Lucky Chipeya (National Union of the Tertiary Employees of South Africa – NUTESA) Ms Wanda Jacobs (South African Parastatal and Tertiary Institutions Union – SAPTU) Mr Peter Leshaba (National Education, Health and Allied Workers' Union – NEHAWU)</p>
Corporate Marketing and Communications	<p><i>Leader</i> Mr Herman Esterhuizen (Media Relations)</p> <p><i>Members</i> Ms Martie Maree (Internal Communications) Ms Zelda Schoeman (Web Services) Ms An-Li Theron (Web Services) Mr Werner Raubenheimer (Web Services) Ms Cheryl Ramurath (Publications) Ms Marlette Compion-Venter (Brand Management Office) Mr Atholl Kleinhans (IOHA)</p>



UJ Diversity Week: 20-23 September 2010

HIV & AIDS Exhibition

The various faculties at the University of Johannesburg organized and presented an innovative exhibition, to showcase their HIV-related research, projects and curriculum integration interventions. This event aimed to encourage academia at UJ and other tertiary institutions to mainstream HIV & AIDS into their curriculum and projects and to ensure that students were better prepared, both professionally and personally, to deal with HIV & AIDS.



Academics at UJ involved in the HIV Curriculum integration Exhibition.



UJ's Vice-Chancellor, Prof Ihron Rensburg and his executive team launches one of the HIV Statues at Bunting Campus.

Launch of HIV Statues

One of the main items presented during this year's Diversity week was the unveiling of the Statues which formed part of the communications campaign as set out by the Higher Education Policy Framework for HIV. The statues were unveiled by the different Management Executive Committee members on all four campuses during the Diversity week.

The statue symbolizes the following:

- On the top of the statue there are a carved set of feet – this represents the movement of “walking the same road together” at UJ, promoting cultural integration and respect for diversity, especially for staff and students infected and /or affected by HIV & AIDS.
- On the side of the statue are male and female figures which represent all the students and staff of UJ.
- The center of the statue has been hollowed out to represent transparency of the cause, and integrity and openness amongst UJ students and staff.
- Four pillars are visible on the statue and these represent the four UJ campuses, united as an integrated University.

From henceforth, these statues will serve as permanent symbols to show that UJ prioritizes HIV prevention, care and support amongst staff and students.

The University of Johannesburg's Human Resources Division has a Wellness Unit and one of the Wellness Coordinator's main activities is the organisation of Wellness Days.



*Ms Mavis Mphanje
Wellness Coordinator*

HIV Workplace Programmes

Apart from demonstrating that the University values employees and cares about their health and well-being, these events also serve to make people aware of the Wellness Office and to draw attention to the health-related facilities available to staff on all four campuses.

HR Wellness Days 2009

In 2009, Wellness Days were held on the Bunting Road Campus on 19 July, the Soweto Campus on 29 July, the Kingsway Campus on 5 August and on the Doornfontein Campus on 19 August.

Internal and external service providers participated and all employees were invited to attend. Employees were informed about medical aid schemes and advised on the various membership options as well as claims and benefits. They were also given the opportunity to be screened.

Those staff members who did not belong to any medical aid scheme were attended to by students of the Health Training Centre under the supervision of Dr Pieter Els. Their services included:

- optometry;
- massage therapy for the neck, shoulders and hands;
- podiatry;
- chiropractic;
- homeopathy and body composition for blood pressure checks, glucose and cholesterol testing; and
- biokinetics.

Other participants included the Centre for Psychological Services and Career Development (PsyCaD), staff HIV & AIDS peer educators and UJ's external service provider for employee assistance, ICAS.

Apart from being screened for current or potential health problems, employees could find out what blood group they belong to and about donating blood. They were also given the opportunity to learn more about sexual health and financial management.

Staff attendance at Wellness Days ranged from 90.5% on the Soweto Campus to 2% on the Kingsway Campus, with the Doornfontein and Bunting Road Campuses recording 13% and 8% respectively.

Training of peer staff educators

The training of peer staff educators is managed by the Wellness Unit. In 2009, 65 staff members from all four campuses volunteered to be trained as peer staff educators. In addition, 16 employees of UJ contractor, Impact Cleaning Services, were trained on HIV prevention and their role in preventing HIV at the University.

HR Wellness Programmes 2010

UJ Wellness Days took place on the four campuses on the following days:

SWC: 28 July 2010 – The Arena / **APK:** 4 August 2010 – Auditorium Foyer /

APB: 11 August 2010 – The Atrium FADA / **DFC:** 18 August 2010 – Glass enclosed area opposite the Conference Centre.

Service Providers:

Discovery, Bestmed and Medihelp medical aids provided health screening services to UJ employees.

Other services provided by the Health Training Centre:

- Eyesight screening conducted by the Department of Optometry;
- Massage therapy conducted by the Department of Somatology;
- Foot assessments conducted by the Department of Podiatry;
- Health screenings conducted by the Departments of Biokinetic and Homeopathy;
- Back and neck screenings conducted by the Department of Chiropractic;
- Staff peer educators exhibited an HIV & AIDS information desk for staff and launched the “Meet Your Campus SPEs” campaign;
- PsyCaD disseminated its psycho-social services brochures;
- ICAS raised awareness and profiled the EAP services including the E-care services for employees; and
- IEMAS ran a competition amongst staff and sponsored meals for the Wellness Days.

Strategic Planning Workshop 2010

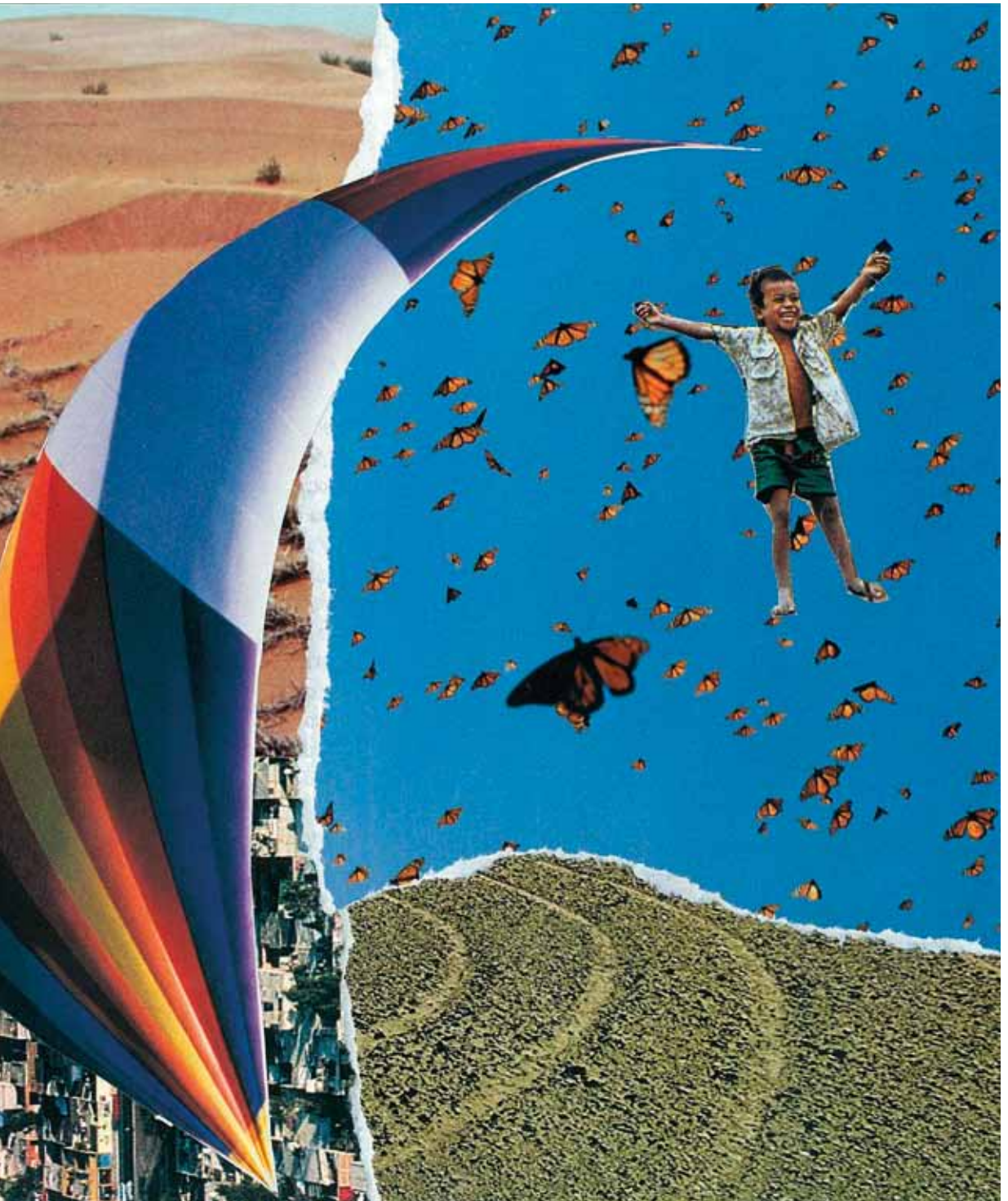
On 15 June key stakeholders were invited to a strategy workshop to develop an HIV & AIDS workplace strategy, as required by the HEPF for HIV.

The following organisational HIV & AIDS risks were highlighted in the workshop:

- Increased absenteeism due to ill health;
- Increased staff turnover due to ill health;
- Loss of institutional memory and staff skills due to ill health, death or disability;
- Reduced productivity of staff due to being affected or infected with HIV;
- Reputational risks for UJ; and
- Increased cost for recruitment and training and other indirect and direct costs as a result of staff turnover.

In an attempt to mitigate these risks, an employee HIV & AIDS health management strategy was compiled with the main objective being:

To implement an HIV & AIDS Workplace Programme that incorporates the Key Performance Areas and minimum recommended response of the HEPF for HIV Workplace Programmes that will reduce the threat of the spread of HIV in the Institution and mitigate the impact within UJ as per the agreed budget, resources and time frames.



Raising Awareness of HIV & AIDS

Raising awareness of HIV & AIDS is one of the key activities of the Higher Education HIV & AIDS Programme's Corporate Communications Sub-task Team at the University of Johannesburg.

The team develops tailored messages and uses a variety of communication channels to create awareness and promote responsible behaviour. A successful HIV Communication Awareness Campaign was run in 2010 which served to remind the UJ community that, in spite of the vast size of the institution and the insistent demands of modern society, each person within that community counts.

The HIV Communication Awareness Campaign coincided with the University's fifth anniversary, and it marked a real advance in communicating to a new generation that UJ is fully equipped to meet the challenges of a changing society.

As part of this campaign, verdite stone statues were erected on each campus. The aim is to make students and staff aware of HIV, to get them talking and to bring about a commitment to changing attitudes towards HIV & AIDS at UJ.

Supplied with the tools they required, artists from disadvantaged backgrounds were commissioned to carve these statues as a way of empowering them and helping to advance their careers.

The hand-carved statues are of male and female figures and are meant to represent all the members of the University community.

The centre of the statues is hollow to symbolise the transparency of the cause, as well as integrity and openness among students and staff. The four pillars carved on the statues stand for the four campuses, united to form an integrated institution. The feet carved at the top of each statue illustrate the ideal that the members of UJ should "walk the same road together", promoting cultural integration and respect for diversity, and, especially, supporting staff and students infected and /or affected by HIV & AIDS.

It is envisioned that these statues will serve as permanent symbols, showing UJ students and employees that the University prioritises HIV awareness, care and support, and to remind them that diversity should be celebrated.

Their Stories

Positive Living

I have been living with HIV for almost five years now. Living with HIV has not been an easy journey... When I was diagnosed with HIV in 2006, I felt as though my world had fallen apart and that all my dreams had vanished in a split second. I was very scared, angry and disappointed, and, initially, I denied my positive HIV diagnosis to the extent of doing repeated HIV testing with different doctors, hoping that the diagnosis would change from positive to negative. I could not understand why I had tested positive because I am responsible and knew that I always practised safe sex. As I was a peer educator at the time, I knew a lot about HIV and would regularly encourage my peers to find out their status. I felt deeply ashamed of being a peer educator who had tested HIV positive, and it felt as though I had failed both my peers and myself.

One of the main challenges I faced after my diagnosis was finding out who had infected me. I spent days trying to remember where things could have gone wrong and whether it was my fault or not. This question remains unanswered and I soon realised that it did not matter how I got infected or who had infected me. The most important thing was to take action after my diagnosis and stop wasting precious time on questions that would never be answered.

It felt as if I was racing against time and I desperately needed to change my goals. I was in my second year of study at UJ and wanted to quit because I could not see the point of continuing with my studies and wasting any further time. My immediate reaction was to find a job and forget about long-term goals and plans. My father passed away during that year and the urge to quit my studies and find a job became more intense as I am the first born and it is expected of me to take care of my mother and younger sister.

I guess I wanted to run away from the possibility of being rejected and ridiculed when disclosing my status, as stigma was and still is a reality. My biggest fear though, was disclosing my status to my mother. I knew she would be disappointed, and thoughts of how she would react if I disclosed kept going through my mind. However, I knew that I needed to disclose to my family.

Then of course there was a part of me that wanted to be avenged and thoughts of spreading the HI virus crossed my mind many times because I did not want to die alone. After accepting my status, however, the anger subsided and I knew it would not be right to infect other people.

With hindsight, I am relieved that I chose not to infect other people because this could have led to an early death through re-infection. Instead, I chose to disclose my status to other people and, through disclosing, I have helped many other infected and affected people on their journey of healing.

During the early days of living with HIV, I was fortunate to be surrounded by people who loved and supported me when I needed this most. These people included caring lecturers, staff from IOHA, my family and my partner. It was only through their support that I managed to complete my studies and to graduate. By accepting my HIV status, I was able to face life again. In fact, I was fortunate to have found myself at the "right place at the right time". I am happy that I knew my status early so I could start planning my future accordingly.





During the healing process and acceptance of my status, I committed myself to helping in the fight against HIV at the University and have encouraged many young people to know their HIV status. The youth think of HIV as something that is far from their world. That's until it happens to them or to someone close to them. What I have learned by doing HIV work is that HIV does not have a face, shape or voice; it can happen to anyone, including people who have never had sex.

I am still working in the field of HIV and I have made good choices in my life because of HIV. I have achieved important goals in my life and am still going strong and wanting to achieve even more. As days, months and years go by I look back and smile because I am happy that I have not allowed HIV to be in control of my life, even though the uncertainty about when I will start ARV treatment is always at the back of my mind. But be assured that when that time comes, I will be ready because I know the benefits of treatment.

The one thing that I want people to know is that it is not easy living with HIV. It is an everyday challenge and only a few people manage to be strong and fight back.

To the people who are HIV-negative, please make sure that you do everything in your power to ensure that you stay negative. Cherish your status like gold.

Finally, to the ones who are already positive – know that you are not alone, and do not allow HIV to be in control of your life.

Neo's Story

The past two years have not been easy, knowing that I have this virus in my body, knowing that it cannot be cured. I was diagnosed with HIV in 2008 – my first year at university. Before testing and knowing about my status, I thought that HIV was not for people like me because I regarded myself as a person who did not sleep around.

To my surprise, my result came back positive. I thought that the VCT counsellor was playing a stupid joke on me, but it was not the case. The joke was on me. Not a day goes by when I do not think about how I might die of AIDS-related illnesses. What makes this worse is that I know how people living with HIV die; the picture is in my mind and I cannot seem to erase this awful picture.

My parents do not know about my status and whenever I visit home, I stress a lot because I know very well in my heart that I am keeping something huge from them. It is something that is slowly eating away at me and the sad part is no one can see, because I pretend that I am a strong person and, honestly, I am not.

I am very disappointed and bitter because, at the age of 20, I should be concerned with things like my career and planning my future without HIV. Instead I am stressing about HIV – something that is too much for me to grapple with at my age.

UJ Student Leadership: Leading by example

Masentle Belebesi, a third-year Accounting student and the head of the House Committee at Horison, was tested during VCT Week in August 2010.

“IOHA challenged our Residence Committee to do the test, so I thought that, as a leader, it was a good thing and that I should lead by example,” she explained when interviewed at the time. Ms Belebesi said that she was not nervous even though it was the first time she had been tested for HIV.

SRC members from the Kingsway Campus – Academic and Quality Assurance Officer Simphiwe Gada and Morris Nchachi, who is responsible for the social welfare of students also took up the challenge. As colleagues and friends, Mr Gada and Mr Nchachi, wanted the message that they had been tested to be spread around the Kingsway Campus as a way of persuading more students to test.

“It is my responsibility to make a new start since I am studying. It is important to know my status as this will determine how I shape my future,” said Mr Gada.



Contact details for HIV & AIDS services on Campus

Institutional Office for HIV & AIDS (IOHA)

Bunting Road Campus	011 559 1088
Doornfontein Campus	011 559 6807
Kingsway Campus	011 559 4927
Soweto Campus	011 559 5645

Campus Health

Bunting Road Campus	011 559 1238
Kingsway Campus	011 559 3837
Doornfontein Campus	011 559 6132
Soweto Campus	011 559 5736

Human Resources: Wellness Office

Ms Mavis Mphanje	011 559 2523
Ms Pearl Ramafola	011 559 4032

ICAS 0800 611 159

Centre for Psychological Services and Career Development (PsyCaD)

Bunting Road Campus	011 559 1318
Kingsway Campus	011 559 3324
Doornfontein Campus	011 559 6042
Soweto Campus	011 559 5752

Glossary of terms, abbreviations and acronyms

AIDS	Acquired Immune Deficiency Syndrome
ARV	Anti-retroviral (medication)
CHS	Campus Health Service
DIPQUIP	Division for Institutional Planning and Quality Promotion
DVC	Deputy Vice-Chancellor
FADA	Faculty of Art, Design and Architecture
HEAIDS	Higher Education HIV & AIDS Programme
HEDA	Higher Education Data Analyser
HEPF	Higher Education Policy Framework for HIV
HESA	Higher Education South Africa
HCT	HIV Counselling and Testing
HIV	Human Immuno-deficiency Virus
HOD	Head of Department
HR	Human Resources
ICAS	UJ's external service provider for employee assistance
ICS	Internal Communications Services
IOE	Institutional Organisational Effectiveness
IOHA	The Institutional Office for HIV & AIDS
KAPB	Knowledge, Attitudes, Perceptions and Behaviour
MEC	Management Executive Committee
MIS	Management Information System
PsyCaD	Centre for Psychological Services and Career Development
RHRU	Reproductive Health & HIV Research Unit
RIMS	Research Information System
SRC	Student Representative Council
STIs	Sexually Transmitted Infections
The LINK	UJ's Student Volunteer and Peer Education Programme
UJ	University of Johannesburg
VCT	Voluntary Counselling and Testing

APPENDIX

Roll-out plan for the Higher Education Policy Framework for HIV & AIDS 2010 to 2012



APPENDIX A

OPERATIONAL PLAN: CURRICULUM INTEGRATION, RESEARCH AND COMMUNITY ENGAGEMENT SUB-TASK TEAM

"Being a lecturer and student in the context of the HIV/AIDS pandemic."

2010 to 2012

HEAIDS Programme: Curriculum Integration, Research and Community Engagement

TASK TEAM LEADER

Dr Helen Dunbar-Krige (Faculty: Education)

SUB-TASK TEAM MEMBERS

Prof Liza Bornman (Faculty of Science)

Ms Mpho Satekge (Faculty of Health Sciences)

Ms Elli Kriel (Faculty of Humanities)

Prof Anton Muller (Faculty of Management)

Mr Ferdi Fester (Faculty of Engineering and the Built Environment – FEBE)

Ms Kim Berman (Faculty of Art, Design and Architecture – FADA)

Mr Mduduzi Biyase (Faculty of Financial and Economic Sciences – FEFS)

Ms Ernestine Meyer-Adams (Community Engagement)

Ms Bella Vilakazi (Centre for Technology Assisted Learning – CenTAL)

Please note: This document has incorporated the ideas of the task team members as well as the following research initiatives on HIV & AIDS within the Higher Education sector conducted from 2008 to 2010:

- The development of a policy on HIV/AIDS in the Higher Education sector;
- The roles of educators in mitigating the impact of the HIV & AIDS pandemic on the education system in South Africa; and
- Piloting an HIV & AIDS module in teacher education faculties in the Higher Education Institutions in South Africa.

The sub-task team decided to opt for a three-year plan which could initiate curriculum integration, research and community engagement. The plan is set out in the following table.

YEAR	KEY ACTIVITIES	TARGET BENEFICIARIES	TIME FRAME		PERSON/ DEPARTMENT RESPONSIBLE	ESTIMATED COST
			STARTING ON	ENDING ON		
<p>The sub-task team seeks to integrate HIV & AIDS into the curriculum of the University of Johannesburg, in line with its teaching and learning strategy and specifically through the activities of research, teaching and learning and community engagement. Furthermore, we aspire to provide ideas, motivation, and resources for HIV & AIDS-related innovation among academic staff and students in these three key areas. In this regard, the sub-task team recognises that of critical importance to the success of the goals set out herein is to promote interfaculty collaboration through visibility of activities and dialogue.</p>						
YEAR 1 Semester 1	<ul style="list-style-type: none"> Showcasing of existing curriculum integration and research activities in Faculties on HIV & AIDS Workshops on HIV & AIDS awareness, education and training in splinter sessions e.g. participatory teaching methods in the context of HIV & AIDS; reflective and assessment strategies Links on the HIV & AIDS website focused on HIV & AIDS to promote curriculum integration Promote curriculum integration by presentation of Health and Safety slide show to all first year students in Faculties Investigating development of a library resource centre focused on HIV & AIDS 	All staff and students	First semester 3-6 May 2010	22 September 2010	Sub-team All faculties Library Corporate Communications Department ICS Department Health and Safety	R150 000.00 (All faculties)
YEAR 1 Semester 2	<ul style="list-style-type: none"> Seminars and panel discussions Poster competitions in Faculties Exhibition of best posters at FADA gallery Multi media and animation student projects for the website Graphic and art students design small booklets with high quality images and graphics Follow-up forum for Curriculum-in-the-Making based on ideas shared in the forum of the 1st semester. Focus on service learning and work integrated initiatives as well as use of Edulink 	All UJ staff and students	Second semester July 2010	December 2010	All faculties CentAL (Edulink modules) Corporate Communications Department	R10 000.00 (All faculties)
<p>The aim of the second year is to:</p> <ul style="list-style-type: none"> Promote capacity building on HIV & AIDS among all staff at UJ for effective curriculum integration Promote knowledge of HIV & AIDS among all students at UJ Empower the UJ student with engagement strategies/activities with their immediate community on HIV & AIDS matters i.e. what can they do/how can they support/advise/assist affected members within their immediate environments as a result of the knowledge and skills that they have learned at UJ Promote inter-university collaboration 						
YEAR 2	<ul style="list-style-type: none"> Interdisciplinary collaboration through workshops Awarding of budget per faculty to HIV & AIDS champions Identifying and Promoting HIV & AIDS-related research areas or themes for students and possible independent projects for staff Promoting community collaboration and engagement National HIV & AIDS conference hosted by UJ 	All UJ staff, students and general population	January 2011	December 2011	All Faculties Corporate Communications Department Research Office Human Resources Department	TBA
<p>The aim of the third year is to:</p> <ul style="list-style-type: none"> Report on research in international and national accredited journals and local media 						
YEAR 3	<ul style="list-style-type: none"> Publication of research and conference deliberations in peer reviewed/scientific and accredited journals, e.g. Health SA Gesondheid, education and social work journals 	All UJ staff, students and general population	January 2012	December 2012	All Faculties ICS Department Corporate Communications Department Monitoring and Evaluation Team	TBA

OPERATIONAL PLAN: WORKPLACE PROGRAMME SUB-TASK TEAM

HEAIDS Programme: Workplace Programme

TASK TEAM LEADER: Ms Mavis Mphanje (HR: Wellness)

SUB-TASK TEAM MEMBERS

Dr Cookie Govender (HR: Training and Development)

Sr Elana Venter (Occupational Health)

Sr Selina Bantham (Representing the Head: Occupational Health)

Mr Kobus de Bruyn (Occupational Safety)

KEY ACTIVITIES	TARGET BENEFICIARIES	TIME FRAME	PERSON/ DEPARTMENT RESPONSIBLE	RESULTS ANTICIPATED (TARGET INPUTS/ OUTPUTS)	ESTIMATED COST
Design and approve updated Policy, Procedure and Protocol documents with human rights approach	Employees at all occupational levels and students at all campuses	-	-	Workplace policy document Actual procedures in place for implementation in six areas Communication strategy	2 x salaried employees at R168 000.00 p.a.
Communication Road Show	All employees	July – September Wellness and HIV & AIDS Days	Corporate Communication Department Workplace Programme Task Team	Awareness Gender and Population Group Equity Engage communities	R50 000.00 x 4 campaigns amounting to R200 000.00 p.a.
Align HIV & AIDS Programmes to Wellness Programmes	All employees	July	HR: Wellness IOHA CHC OHC	HIV & Wellness Days VCT Week Care and Support Week	Consultant R30 000.00 a year Workshop R15 000.00 p.a. (one per year)
Staff Peer Educators Programme	All employees especially Line Managers	4 x training p.a.	HR: Wellness HR: Training and Development	Lay counselling skills Referrals Infected and affected support and mentoring	R50 000.00 per campus amounting to R200 000.00 p.a. and R80 000.00
Staff HIV & AIDS Awareness Programmes	All employees	4 x training p.a.	HR: Wellness HR: Training & Development ICAS	Information sharing Personal skills, knowledge and healthy lifestyles participation	R80 000.00 R20 000.00 for road show
Staff First Aid Programmes Injuries on duty Needle prick injuries Blood spills	All employees especially Line Managers Protection Services Students	± 18 months	Occupational Health and Safety	Prevention Safe workplace Capacity building	R20 000.00 for posters Overtime for the Fire Marshall who will be inspecting the condo-containers on a monthly basis R12 000.00
Create HIV & AIDS education & training opportunities for staff	All staff, including Line Managers	As soon as possible	HR: Training and Development HR: Wellness	Training schedule for 2010	Cost included in HR: Training and Development budget
Create HIV & AIDS education & training opportunities for students	-	As soon as possible	Academic Faculties Student Affairs: SRC and Student Organisations House Committees Human Resources: Training and Development IOHA	Training schedule for 2010	Cost included in IOHA budget and HR: Training and Development budget

OPERATIONAL PLAN: MONITORING AND EVALUATION SUB-TASK TEAM

HEAIDS Programme: Monitoring and Evaluation

TASK TEAM LEADER

Ms Nicolette Olivier (Corporate Governance)

MONITORING AND EVALUATION TASK TEAM MEMBERS

Mr Adrian Hultquist (Division for Institutional Planning and Quality Promotion)

Ms Deneshree Gengan (Institutional Office for HIV & AIDS)

KEY ACTIVITIES	TARGET BENEFICIARIES	TIME FRAME		PERSON/DEPARTMENT RESPONSIBLE	RESULTS ANTICIPATED (TARGET INPUTS/OUTPUTS)	ESTIMATED COST
		STARTING ON	ENDING ON			
Stock take of current status of checklist as set out in Policy Framework Document	Entire Institution	3 Months		M & E Team	Identify checklist baseline Audit Report Minutes of meetings	R15 000.00 (For a student assistant and consumables)
Audit results of stock take	Entire Institution	6 Months Inclusive of the above timeframe		M & E Team	Report on status of compliance of checklist. Reports will be given to task team leaders at a workshop.	R40 000.00 (For a student assistant and consumables)
Workshop/report feedback session	Persons responsible for compliance and Task Team Leaders	2 Days		M & E Team	Identify all gaps and implement strategies	R20 000.00 (For venue hiring)

Produce and disseminate quality research

Establish a monitoring and evaluation plan for institutional HIV & AIDS policy and programme.	Entire Institution	1 Month after completion of the above activities		M & E Team	To implement the Image Now System, which will enable us to implement all activities as set out in the guidelines for M & E.	R900 000.00
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Coordinate efficient collection of data, analysis and findings

Identify reporting frequency and format.	Sub-Task Team Leaders	Monthly		M & E Team	Identify gaps and problems for task teams as well as monitor workflow and deadlines.	No Cost
Establish data analysis frameworks	Institution (share point e.g. ICS systems)	Dependant on ICS updating frequency		ICS (HEDA – Higher Education Data Analyser)	Accurate and reliable data	No Cost
Standardise reporting	Entire Institution	Monthly		Image Now	Reporting will be standardised according to the Image Now System	No Cost
Facilitate capacity building on Monitoring and Evaluation	Entire Institution	Ongoing		M & E Team	Will be added with implementation	No Cost
Align Monitoring and Evaluation Plan with institutional MIS (Management Information System)	Entire Institution	Ongoing		ICS / HEDA / MIS and M & E Team	The M & E path will be established once the Sub-task Teams have their Project Plans.	No Cost

The following activities can only be implemented once the project plan has been implemented and the gaps have been identified.

Identify SMART core indicators					
Identify key result areas for institutional HIV & AIDS policy and programme implementation and management	Entire Institution	2 Months after implementation	M & E Team	The key areas will be identified once project is implemented.	No Cost
Develop Monitoring and Evaluation Plan for implementation of institutional HIV & AIDS programme	Entire Institution		M & E Team	It will have to be determined which criteria will be evaluated once the Task Teams have implemented their Project Plans.	No Cost
Identify core indicators for each key resulting area in line with existing national and international indicators	Entire Institution		M & E Team	As Above	No Cost
Facilitate the development of new indicators where appropriate	Entire Institution		M & E Team	The key areas will be identified once project is implemented.	No Cost
Pilot test indicators through process evaluation strategy	Entire Institution				

Monitor and evaluate the impact of HIV & AIDS (internally and externally)					
Develop programme indicators to measure impact of HIV & AIDS	Entire Institution				
Develop an impact strategic framework and strategy on internal and external sustainable development	Entire Institution				
Coordinate and facilitate reporting on the impact of HIV & AIDS on the institution and sustainable development	Entire Institution				
Align management strategies to mitigate and manage the impact of HIV & AIDS on staff, students and communities	Entire Institution				
Update information on a regular basis	Entire Institution				
Facilitate continuous research on the impact of HIV & AIDS	Entire Institution				
Database on all HIV & AIDS activities within the institution		Corporate Governance Registrar report to MEC MEC reports to Council M & E sub-task team reports to the HIV Committee	Immediately	Written Reports submitted during meeting intervals or as needed	Cost included in M & E budget

OPERATIONAL PLAN: PREVENTION, CARE AND SUPPORT SUB-TASK TEAM

HEAIDS Programme: Prevention, Care and Support

TASK TEAM LEADERS

Sr Marietjie Bester (Campus Health)

Dr Pieter Els (Health Training Centre)

SUB-TASK TEAM MEMBERS

Ms Monki Sebigi (Community Engagement)

Ms Carla Durbach (PsyCaD)

Ms Claudia Da Rocha Kustner (IOHA)

KEY ACTIVITIES	TARGET BENEFICIARIES	TIME FRAME		PERSON/ DEPARTMENT RESPONSIBLE	RESULTS ANTICIPATED (TARGET INPUTS/ OUTPUTS)	ESTIMATED COST
		STARTING ON	ENDING ON			
<p>Prevention of students contracting HIV infection whilst studying or during experiential learning.</p> <p>a) Implementation of the Policy on the prevention of and management of occupational exposure of students and patients to infective agents</p> <p>b) Teaching of appropriate safety measures to prevent accidental exposure to infectious agents (universal precautions)</p>	<p>Students</p> <p>Students and staff members of Faculty of Health Sciences and Faculty of Science</p> <p>Students</p>	<p>Ongoing process</p> <p>Ongoing process</p> <p>Ongoing process</p>	<p>Ongoing process</p> <p>Ongoing Process</p> <p>Ongoing process</p>	<p>Risk manager for UJ Faculties of Health Sciences and Faculty of Science Campus Health Services</p> <p>HOD and staff members in Faculty of Health Sciences and Faculty of Sciences</p> <p>HOD and staff members in Faculty of Health Sciences and Faculty of Sciences</p>	<p>No reported incidents of students/patients exposed to infectious agents during course of training</p> <p>Knowledgeable students regarding prevention of accidental occupational exposure to infectious agents</p> <p>Knowledgeable students regarding prevention of accidental occupational exposure to infectious agents</p>	<p>Cost managed by UJ Risk manager</p> <p>No cost to implement policy</p> <p>No cost, training part of curriculum</p>
<p>Promote health and wellness approach to students and staff</p> <p>a) Coordinate a student programme to address the impact of HIV & AIDS on students and their communities</p> <p>b) Provide access to comprehensive services related to HIV & AIDS through an internal and external referral and service delivery system</p> <p>c) Promote Voluntary Counselling and Testing (VCT) service to students to know their HIV and health status</p> <p>d) Coordinate health days on different topics for students</p> <p>e) Mainstream HIV & AIDS into all student policies</p> <p>f) Condom distribution</p>	<p>Students</p> <ul style="list-style-type: none"> - SRC - Residences - General Student Population - Student Peer Educators (LINK) - Peer Buddies - Staff Peer Educators 	<p>Ongoing process</p>	<p>Ongoing process</p>	<p>IOHA PsyCaD HR: Wellness Office Campus Directors CHS</p>	<p>Improved access to comprehensive HIV & AIDS service delivery system</p> <p>Integrated institutional HIV & AIDS response</p> <p>Enhanced involvement and participation of students</p>	<p>Included in IOHA budget</p> <p>R85 000.00</p>

Create HIV & AIDS education and training opportunities for students			As soon as possible	IOHA Cleaning staff Academic Faculties Student Affairs: SRC and Student Organisations House Committees Human Resources: Training and Development IOHA	Training schedule for 2010	Cost included in IOHA budget and HR Training and Development budget
Provision of HIV counselling and testing a) Support of infected individual by offering treatment for opportunistic infections b) Providing vitamin supplements and other nutritional supplements c) Viral load testing d) Debriefing of VCT counsellors e) Ongoing training of VCT counsellors f) Offering support groups to affected and infected individuals	Staff and students and their significant others	Ongoing process	Ongoing process	CHS PsyCaD PsyCaD PsyCaD External provider IOHA PsyCaD	Identify individuals at risk Identify infected persons Prevent further spread of infections Increase well-being of infected person Conduct viral load testing Increase well-being of VCT counsellors Up-to-date knowledge regarding HIV & AIDS	Included in CHS budget R15 000.00
Community outreach a) Promote community outreach projects on HIV & AIDS students b) Provide technical advice and support to community-based organisations on HIV & AIDS c) Monitor community-based HIV & AIDS interventions d) Collaborate with other sectors at a local, provincial and national level on HIV & AIDS interventions.	External community	February	November	Community engagement liaison officer IOHA PsyCaD Student bodies	Intentional behaviour change around HIV & AIDS Enhanced capacity to implement institutional HIV & AIDS programme	Included in Community outreach budget
Establish a student peer education programme			In progress	IOHA	Written reports to HIV Committee	Budgeted for in IOHA Departmental budget

OPERATIONAL PLAN: LEADERSHIP COMMITMENT AND REPORTING SUB-TASK TEAM

HEAIDS Programme: Leadership Commitment and Reporting

TASK TEAM LEADERS

Prof Marie Muller (Registrar)

Ms Teolene Foster (Chairperson: HIV & AIDS Committee)

SUB-TASK TEAM MEMBERS

Student Affairs Representative

SRC Representative

Mr Lucky Chipeya (National Union of the Tertiary Employees of South Africa – NUTESA)

Ms Wanda Jacobs (South African Parastatal and Tertiary Institutions Union – SAPTU)

Mr Peter Leshaba (National Education Health and Allied Workers Union – NEHAWU)

KEY ACTIVITIES	RESPONSIBLE	TIME FRAME	RESULTS	EST. COST
1. Governance and accountability	MEC: Academic and Operations Council MEC Senate: Executive Committee Senate MEC/SRC Committee Council Exco	Quarterly	Written reports on HIV & AIDS in accordance with HIV & AIDS PFHE Internal audit to be conducted on quarterly basis	
2. Reporting on mainstreaming HIV & AIDS into curriculum	Senate: Deans of all Faculties Council: DVC Academic DVC Research	Standing agenda item on Senate, MEC and Council	Written reports Annual reports	No cost
3. HIV & AIDS related activities form part of student leadership annual programmes and reporting	Executive Director: Student Affairs	One major project annually by the SRC. One project annually by each residence at UJ	Written reports Could form part of criteria for residence awards	
4. HIV & AIDS included in the portfolios of the SRC, House Committees and Day Houses	Executive Director: Student Affairs	October 2009	Revised portfolios inclusive of HIV & AIDS activities	No cost
5. HIV Committee members from the various Academic Faculties will oversee the integration of HIV & AIDS into the curriculum	Faculty Representatives on the HIV Committee	Faculty Board meetings Faculty Management meetings	Written reports as part of Faculty Board meetings Minutes of meetings	No cost
6. Coordinate, facilitate and report on the impact of HIV & AIDS on core business areas of the institution	DVC Academic DVC HR DVC Research/Integration & Advancement Risk Management	Annually	Annual Internal Audit	
7. Assessment on needs and gaps in the UJ HIV & AIDS Programme	HIV Committee IOHA	End 2010	Assessment Report	

OPERATIONAL PLAN: CORPORATE COMMUNICATIONS SUB-TASK TEAM

HEAIDS Programme: Corporate Communications

TASK TEAM LEADERS

Mr Herman Esterhuizen (Media Relations)

SUB-TASK TEAM MEMBERS

Ms Martie Maree (Internal Communications)

Ms Zelda Schoeman (Web Services)

Ms An-Li Theron (Web Services)

Mr Werner Raubenheimer (Web Services)

Ms Cheryl Ramurath (Publications)

Ms Marlette Compion-Venter (Brand Management Office)

Mr Atholl Kleinhans (IOHA)

Corporate Communication is instrumental to the success of the various stakeholders' specific strategies and operational plans and their commitment to and progress in implementing the plans.

Corporate Communication aims to **raise and create awareness** via the various communication tools accessible in the Unit.

Please note: This plan highlights the communication tools accessible to the various stakeholders to execute their plans.

KEY ACTIVITIES	TARGET BENEFICIARIES	TIME FRAME		PERSON/ DEPARTMENT RESPONSIBLE	RESULTS ANTICIPATED (TARGET INPUTS/OUTPUTS)	ESTIMATED COST
		STARTING ON	ENDING ON			
<p>Effective communication strategy</p> <p>RAISING AWARENESS Prioritise key messages around prevention, testing, care and support of HIV & AIDS</p>	<p>Internal: UJ top management, deans, professional support services managers, other staff, students, graphic designers, photographers, manage web (main/intranet/student portal), prospective students, and ad hoc role-players.</p> <p>External: Stakeholders (national and international) including alumni, business and industry, education, government (local, provincial and national), prospective students, parents, general public, media <i>ad hoc</i> role-players.</p>	ONGOING	TARGETTED	Corporate Communications Team	<p>Enhance awareness of institutional HIV & AIDS programme</p> <p>Internal Communications: Circulars, memos, web content (main/intranet/student portal)</p> <p>Publications: U@UJ staff newsletter, Advance (external online magazine), VC Bulletin</p> <p>Media: Local, national, international print media (newspapers/magazines) Radio/TV broadcast</p> <p>New media: Facebook, Twitter, blogs</p>	



Facilitate branding of the institutional HIV & AIDS programme	Internal & External			Brand Management Office Marlette Compion-Venter	Increase institutional commitment and support Branding and promotional material Including: corporate gifts, banners, posters, info brochures, pull-ups, logo designs, wall banners etc	Estimated cost R400 000.00
Engage with local and national media to promote institutional HIV & AIDS response	Internal & External			Media Relations Office Herman Esterhuizen	Enhance prominent exposure in the media Internal: Articles promoting institutional HIV & AIDS programme UJFM UJ Observer Kampus Beeld External: Articles promoting institutional HIV & AIDS programme Local, national, international print media (newspapers/ magazines) Radio/TV broadcast New media: Facebook, Twitter	

Coordinate and facilitate the implementation of communication strategies amongst institutional stakeholders	Internal & External			Corporate Communications Team Depends on submitted plans	Sustainable HIV & AIDS programme implementation Enhance prominence and visibility	
Promote appropriate and effective distribution and usage of information related to HIV & AIDS through a mixed media approach	Internal & External			Media Relations Office Herman Esterhuizen	Enhance prominent exposure and visibility in the media Internal: Articles promoting institutional HIV & AIDS programme UJ FM UJ Observer Kampus Beeld External: Articles promoting institutional HIV & AIDS programme Local, national, international print media (newspapers/magazines) Radio/TV broadcast New media: Facebook, Twitter	No cost involved, however it cannot be guaranteed that the media will make use of the info. Publicity (media exposure) can be guaranteed in the form of advertorials in specific media. Estimated cost R150 000.00
Promote external and institutional publications on HIV & AIDS	Internal & External			Media Relations Office Herman Esterhuizen	Opportunities to provide evidence for decision-making processes Enhance prominence and visibility	Estimated cost R150 000.00 Depending on the format, paper, colour, printing, circulation figures, frequency etc.
Facilitate access to information on HIV & AIDS to staff, students and communities	Internal & External			Corporate Communications Team	Enhance prominent exposure	
Facilitate media opportunities around HIV & AIDS with internal and external stakeholders Coordinate joint media advocacy campaigns to promote the institutional response to HIV & AIDS	Internal & External			Corporate Communications Team Internal Communication Publications Web Services Media	Enhance prominent exposure	



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