



CASE STUDY

HIPPO VALLEY ESTATES WINS BUSINESS ACTION ON HEALTH AWARD

Tongaat Hulett recognises the impact HIV/AIDS, TB, malaria and non-communicable diseases (NCDs) have on its business, its employees and the surrounding communities. The company's wellness and disease management programme at its Hippo Valley operation in Zimbabwe was recently recognised by being named overall winner of the GBCHealth Business Action on Health Awards in the Workforce and Workplace Engagement category. This multifaceted programme addresses a range of elements of SDG 3, "Ensure healthy lives and promote well-being for all ages," including addressing maternal mortality, childhood mortality, HIV/AIDS, TB, malaria and premature mortality caused by NCDs. In addition, it also addresses sexual and reproductive health and the achievement of universal health coverage which includes access to quality healthcare services and safe, effective essential medicines and vaccines.

GBCHealth is a coalition of companies and organisations committed to investing their resources to make a healthier world for their employees, for the communities in which they work and for the world at large. The Workforce and Workplace Engagement category award recognises a corporate workplace programme that is continuing to evolve by integrating new approaches, health issues and leaders to more effectively protect and improve the health and well-being of their employees. The award was presented on 5 April 2018 at the West African Corporate Malaria Award Ceremony in Accra, Ghana at an event attended by the First Lady of Ghana, Rebecca Akufo-Addo.

Ian Mathews, Director, Strategy and Communications at GBCHealth commented, "Hippo Valley's health program was found to be exemplifying the powerful impact that the private sector can make on health and we couldn't be prouder to share in this well-deserved moment." Hippo Valley's wellness and disease management programme's specific mandate is to promote and improve good health of its employees, their dependents and the surrounding community. This is achieved by way of prevention, mitigation, care and support through:

- a public health approach to communicable diseases such as Malaria, TB and HIV/AIDS;
- maternal and child health management for its employees and their dependents;
- occupational health management through health surveillance (following hygiene surveys);
- case management of acute and chronic medical conditions in the 60-bed medical centre; and
- diagnostic services provided through the laboratory and radiology departments.

The population covered by the health programme ranges between 18 000 and 26 000 people. Services are provided to permanent and temporary employees, who belong to an internal health insurance where they pay a nominal fee (less than \$2 per member/month). Some of the health services are also extended to the surrounding community. Several public health programs such as TB, HIV/AIDS, and malaria are provided through public-private partnership between Hippo Valley, the Ministry of Health and Child Care, and non-governmental organisations (NGOs). These partnerships have included the provision of training and educational materials for peer workplace educators, healthcare professionals and community members, the provision of medications and funding to procure anti-retroviral treatment (ART) drugs for the 3 000 people currently accessing this treatment; the largest number of patients on treatment in the private sector.

The HIV/AIDS programme has contributed towards significant improvements in the management of the disease and a marked reduction in new infections. The prevalence has reduced from 34,6 percent in 2003 to 21 percent in 2016. The provision of free ART has seen many people who had become very ill, recover and return to work. This has helped people appreciate testing and counselling as the gateway to care and support and the visible health improvements have helped to address discrimination.

In 2015, Hippo Valley carried out a baseline health and wellness survey which paved the way for the implementation of South African National Standard (SANS16001:2013) Wellness and Disease Management System. This provides a framework for a standardised approach to assessing the level of risk and formulating objectives and targets for managing both communicable and non-communicable diseases. It was the first Zimbabwean company to implement this standard. Following the survey, the company noted high levels of previously undiagnosed diabetes mellitus and hypertension and has identified these, together with HIV, as the top health risks with impact to the business. The company is in the process of formulating and implementing a set of strategies to address this.