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## **GHANA AIDS COMMISSION MSHAP 2009 HIV/AIDS WORKPLACE PROGRAMME**

### **STAFF DURBAR, HIV/AIDS EDUCATION, COUNSELLING AND TESTING**

CADBURY HEAD OFFICE, ACCRA  
2ND – 31ST JULY 2009



REPORT SUBMITTED BY:  
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## **1.0 BACKGROUND**

Globally there are over 33.2 million people living with HIV. Majority of these people live in developing countries like Ghana. Every day 7000 people are infected with HIV globally. Of particular concern are the dramatic increases in HIV infection among young people who are in their productive age. 40% of all new infections are young people within the age group of 15- 25 years. HIV is spreading through heterosexual contact which has increased the impact on men but more severely on women who are working in the most productive sectors of the country. There is thus urgent need for prevention strategies that target the working population. These approaches must address their specific needs and realities.

Studies have shown that effective HIV prevention is composed of many facets. These include HIV/AIDS education, health delivery services, media campaigns, behaviour change communication, poverty alleviation, income generating activities and job training that will lead to life skills building. All these components if implemented will help address and mitigate the impact of HIV on the most productive age group. It is also important for policy makers and office managers to consider the context in which decisions about sexuality take place. HIV workplace, if implemented well will reduce infections among workers.

An other issue which is of great importance is counselling and testing services for all workers. Voluntary counselling and testing which is currently available to only 12% of people who want to test can facilitate behaviour change that contributes to a reduction in HIV transmission. Studies show that VCT can contribute to a decrease in unprotected sexual relations, a reduction in multiple partners, an increase in condom use and more people choosing abstinence.

VCT is also critical for reducing the number of infants born with HIV. This is sometimes referred to as vertical transmission of HIV or MTCT. MTCT is the primary cause of all HIV infections in children under 15. VCT is the entry point for treatment of HIV/AIDS as well as for prevention. The goal of VCT in terms of treatment is to ensure that those who test positive receive counselling about stigma and the impact of HIV as well as about ART.

## **2.0 EXECUTIVE SUMMARY**

The workplace being a community of people is vulnerable to HIV infection and its impacts. The HIV epidemic has a tremendous impact on morbidity and mortality in the workplace. For every workplace, the most priced resource is its human resource, thus when the employees get infected the organisation, company or workplace looses a lot of productive man hours with people getting sick and some having to leave the job. Millions of employees and their families face HIV infection if not offered the opportunity to protect themselves. It is based on this that Cadbury Ghana limited decided to seek funding to help its already existing HIV/AIDS project. Thus in January 2008 CADBURY applied to the Ghana AIDS Commission for funding to support their HIV workplace programme. Funding was granted in June 2009. To begin the HIV programme, Initial assessment was carried out in the form of questionnaires and a few interviews with the Cadbury HR department and factory shift workers. This was followed by a week of trainig in HIV basic facts for all employees of Cadbury Ghana limited. Peer educators were identified and training of the peer educators in the factory, sales and administration department was completed by the 20<sup>th</sup> of July 2009.



Topics covered during the workshop include:

- Global trends in HIV/AIDS and its relevance to Ghana.
- Condom use and demonstration exercises
- HIV counselling
- Voluntary counselling and testing (VCT)
- STD and STIs.



Secondly, funds will be needed to buy condoms for distribution to staff every month and also to place condoms in the bathrooms and canteens. Hence 10,000 male condoms were procured to be distributed to staff on a monthly basis. Thirdly Cadbury was to plan an HIV sensitization day in the form of a staff durbar and organize one family day event to climax the HIV programme. Last but not the least to organize VCT and provision of education materials for all staff and family members.



### **3.0 GOALS AND OBJECTIVES**

The overall goal of the project is to reduce the risk of HIV/AIDS infections among CADBURY workers and family members as well as community members associated with the operations of CADBURY and provide treatment, care, and support to CADBURY workers and their families who might need such services.

The objectives to meet the goal are:

- Reduce HIV risk behaviour among 450 CADBURY staff and family members by 50% by December 2009
- Reduce HIV related stigma and discrimination at the workplace by 50% by December 2009
- To promote condom use among CADBURY staff and family members by 50% by December 2009
- Provide information on VCT for 450 CADBURY staff and encourage VCT by all CADBURY staff and family members by December 2009



#### **4.0 VCT PROGRAMME DESCRIPTION**

After the HIV and AIDS workshop was organised successfully, it was agreed that a VCT exercise should be organised from the 22 – 25th July 2009. Thus a team from KEBA AFRICA came and set up a mobile VCT unit at the premises of Cadbury Ghana limited. Two precounselling booths were set up in one office and a second office was used for the HIV testing and proof writing.

#### **EXPLANATION OF THE TEST**

HIV ( Human Immuno deficiency Virus) is recognized as the etiologic agent of AIDS. The virus is transmitted by sexual contact, exposure to infected blood, certain body fluids or tissues, and from mother to child during the perinatal period. The clinical diagnostic issues related to HIV are the detection of HIV 1 and 2 antibodies in the human plasma, serum or whole blood by immunochromatographic format (rapid) to detect antibody of HIV. The first response HIV card test was utilised and it contains a membrane strip which is precoated with recombinant HIV1 capture antigens on test band 1 region and with recombinant HIV2 capture antigen on test band 2 region respectively on the test device.

The recombinant HIV 1 and 2 antigens colloidal gold conjugate and serum sample moves along the membrane chromatographically to the test region and forms a visible line (test line) as the antigen

antibody antigen gold particle complex. The test device has markings C , 2, 1 on it at the corresponding positions of the control line, HIV 1, HIV 2, on the membrane. No line will be visible in the result window before applying any sample. Control line should always appear if the test procedure is performed properly and the test reagents of the control line are working.

#### PROCEDURE

After undergoing precounselling the client is sent to the testing room to begin the testing procedure. First the test device and the dropper are removed from the foil pouch and placed on a flat, dry surface or table. Two drops of blood is added to the sample well (S) and then one drop of the Assay diluent is added. As the test begins working it is observed that a purple colour moves across the result window in the center of the test device. The test result can then be interpreted within 5 to 15 minutes. If the test device does not read after 15 minutes it is discarded and classified as a failed test.

#### INTERPRETATION OF THE TEST

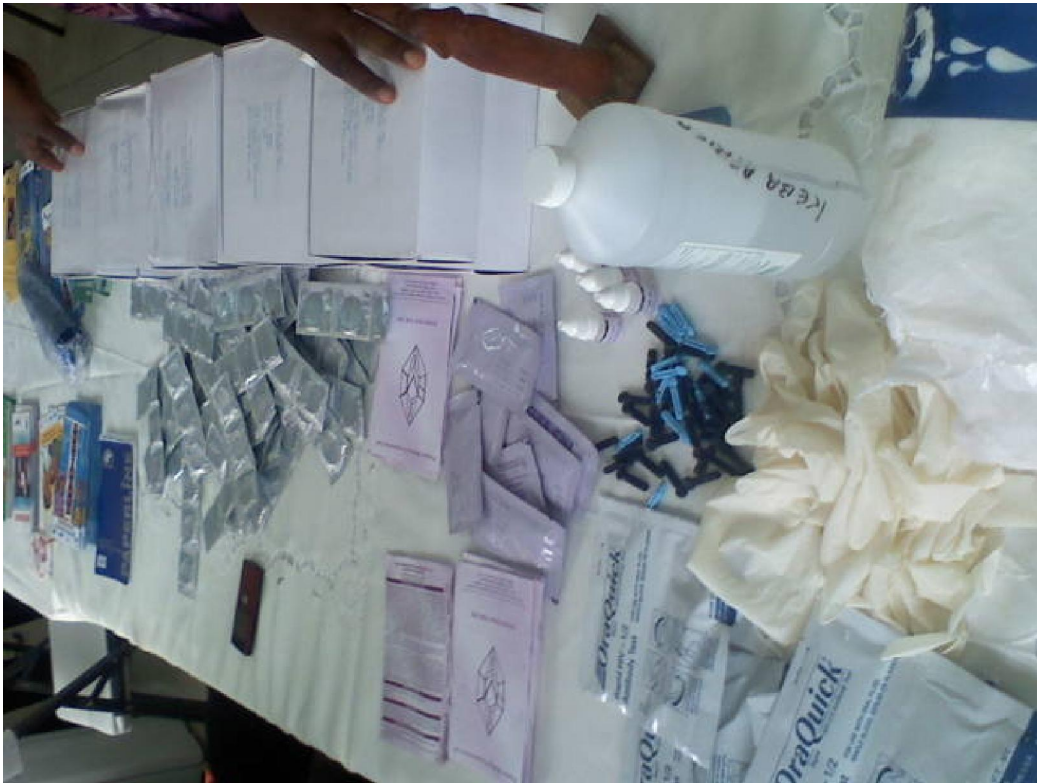
A colour band will appear at section C of the result window to show that the test is working properly. This band is the control band. The test result appear in the section T of the result window. The test band appears at 1 and/or 2 for HIV –1 and/or HIV-2. A negative result is recorded if only one band within the result window at the control line C region. A positive result is recorded if two bands, one control line and the other for HIV in the 1` AND 2 regions of the result window respectively. If all the three colour bands one control and the other two for HIV 1 and 2 appear in the result window the specimeen is reactive for antibodies to HIV 1-2.

If no colour band appears in the control line C within the stipulated time then the result is invalid.

Although a positive result may indicate infection with HIV 1 and 2 virus, a diagnosis of AIDS can only be made on clinical grounds, if an individual meets the case definition of AIDS established by WHO stages 1-2. for samples tested positive more specific supplementary tests must be performed. Immunochromatographic testing alone cannot be used to disgnose AIDS even if the antibodies against HIV1 and 2 are present in a clients specimen. A negative result at any time does not preclude the possibility of HIV infection.

As soon as staff heard of the free VCT exercise they started coming over to get tested. Some staff members however expressed worry and were reluctant to access the facilities provided because of reasons summarized below:

- Fear of discrimination and Stigmatization at the workplace in the event that they tested reactive
- Other staff members getting to know their reactive status
- Being sacked from the office if they test positive
- Others were worried about leading a positive life. Whether they could still live a better life if they tested reactive
- Others wanted to know how long they had to wait for their HIV results

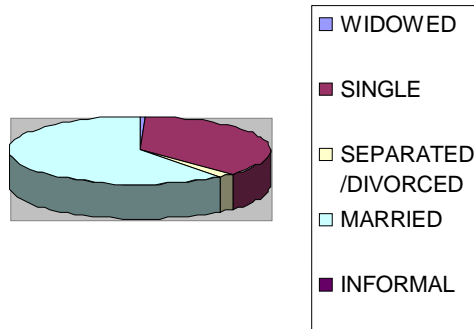


This prompted the counsellors from KEBA AFRICA to go over and explain the benefits of knowing your HIV status early. After talking to the staff and alleviating their fears they started coming in their numbers to test. Around fifty people tested by the end of the first day of testing. This was very encouraging and points to good information dissemination and knowledge acquisition in terms of HIV and AIDS.



### MARITAL STATUS

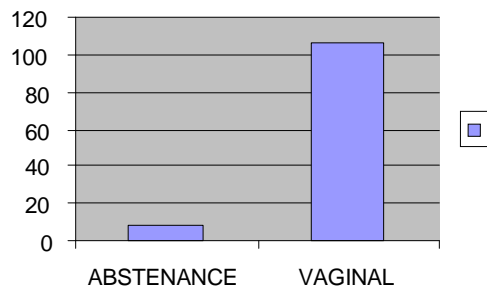
WIDOWED	SINGLE	SEPARATED/DIVORCED	MARRIED	INFORMAL
1	42	2	70	



Because of the high number of single people who tested it is imperative to intensify HIV education and to reduce myths associated with HIV.

### SEXUAL PRACTICE

ABSTENANCE	VAGINAL
8	107



Most clients practiced vaginal intercourse and very few persons were abstaining.

### CONDOM PROTECTION

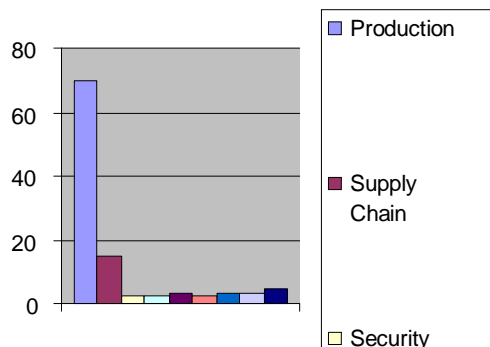
ALWAYS	SOMETIMES	NEVER
4	70	41



There are encouraging signs of condom use and this must be intensified. Correct and consistent condom use is however a problem since most people were not using the male condom consistently during sexual intercourse with their sexual partners.

### OCCUPATION OF PARTICIPANTS

Production	70
Supply Chain	15
Security	2
Cook	2
Cleaners/ Others	3
HR office	2
Shift managers	3
Drivers	3
Quality enviromental health safety QEHS	5



## **5.0 GENERAL COUNSELORS OBSERVATIONS**

1. Most Cadbury staff were scared but still wanted to know their HIV status
2. Most Cadbury staff felt comfortable when they knew they were given codes instead of names for their HIV results. This meant they could confide in the KEBA AFRICA team when it comes to confidentiality.
3. Most junior staff felt comfortable testing than most senior staff, even though most senior staff showed that they had enough HIV education.
4. Most staff wanted a better clarification between HIV and AIDS
5. Even though most staff said they were using condoms sometimes, they did not know the proper procedure of condom use.

## **6.0 RECOMMENDATION AND CONCLUSION**

The Programme ended at about 2:30pm on Saturday the 25th of July 2009 and was a success as KEBA Africa played a very significant and efficient role in providing HIV Counseling and Testing sessions to all staff of Cadbury Ghana Limited. It will however be prudent to note that there could have been a larger target thus we recommend that the next HIV Counseling and Testing exercise should target around 50 members of staff and their family. There is also the need to keep the sensitization as high and consistent as possible and HIV prevention services such as condom distribution must be continued as most staff members after the program were asking for more condoms.

Perhaps adding a general health screening will also encourage those who are shy to test since it will shift attention from the HIV testing center to other booths such as eye screening, blood group and fasting blood sugar tests.

HIV challenges us all in how we live and affects many countries without respect for borders therefore prevention and education will have to be given priority and importantly must be accompanied by HIV care, treatment and support. Many people will not seek HIV

counseling and testing if they are simply going to be told that they are HIV positive and that nothing can be done about it.

In all it was a very promising start to a fruitful partnership between Cadbury Ghana limited and KEBA AFRICA in helping to halt the spread of HIV among staff. Cadbury Ghana limited will be a safer place with constant HIV education programmes being held with technical support from KEBA AFRICA.

## **7.0 STAFF DURBAR**

in the quest to keep staff informed and educated about the menace of HIV/AIDS and other sexually transmitted diseases, proper condom use both male and female, benefits of knowing ones HIV status cadbury Ghana limited organised a durbar on friday the 31st of July 2009 at the staff canteen.

This was also an opportunity for staff members namely commercial staff, finance, human resource department, quality environmental health and safety (QEHS), supply chain, production, engineering, security, drivers and other auxillary staff who did not partake in the HIV awareness workshops and/or VCT programmes to have some knowledge on HIV/AIDS.

By 2:00 pm most staff members were seated and the program started with an opening prayer by a member of staff. This was followed by a brief discussion on the SSNIT pension scheme. Whilst this was going on the KEBA AFRICA team set up an educational booth and displayed IEC materials, condoms, HIV test kits and HIV posters. Around 2:30pm the KEBA AFRICA team started the program with a discussion on why HIV workplace programme was being instituted at Cadbury. This was followed by a discussion on roles and responsibilities of a peer educator. Barbara Addo the HR manager for cadbury then wanted more clarification on the definition of peer education. Alfred Tsiboe-Darko one of the facilitators then explain what is meant by peer education and the qualities that make a good peer educator namely

- They should have the ability to communicate clearly and persuasively
- They should have good interpersonal skills, including listening skills
- They should have socio-cultural and employment status similar to that target group

- They should be non-judgemental
- They should be respected by their peers
  
- They should be devoted and exhibit leadership potential
  
- They should be role models in practicing safe safe and lead risk free lifestyles.

The next topic treated was the process one goes through if he or she decides to undergo HIV testing. After the presentation staff were allowed to ask questions. Some staff members were worried that a positive result would lead to a breakdown of their marriages since their wives would tell their in laws and other members of the community. However this misconception was cleared and finally it was agreed that it was in the best interest of the positive client to disclose his or her status so as to access the best care and support available both at home and from the health service centers.

Finally the team of KEBA AFRICA treated the topic of proper, correct and consistent condom use. This topic was treated by Macdaniel Donkoh. Staff were given condoms for practical demonstration and also to understand that condoms must be bought early so as to check the expiry date and also possibility of leakages in parceling. Staff were also told that they would be supplied with free condoms on a monthly basis as part of the Cadbury HIV workplace programme. Condoms could be picked up from strategic points like bathrooms, toilets and changing rooms.

The first batch of selected peer educators were then introduced to all the staff and notified that they would undergo further training in HIV/AIDS so that they can inform their colleagues on issues related to HIV/AIDS.

After the programme staff were given a lot of HIV/AIDS materials, condoms and posters free of charge.

In all the Cadbury workers durbar on HIV/AIDS was very successful and ended by 4:30 pm.

## 8.0 ANNEX A

### memo

**To:** All Staff

**CC:** Production Manager  
Production Shift Supervisors

**From:** Human Resource Manager

**Date:** July 6, 2009

**Subject:** HIV Awareness Creation

All staff are to make themselves available on the following dates to have the HIV Awareness Creation at the canteen. Each session will take a maximum of 30minutes.

**8 July 2009 all staff on Morning shift from 2.30pm to 3.00pm**

**9 July 2009 all staff on Afternoon shift from 2.00pm to 2.30pm**

**9 July 2009 all staff on Night shift from 6.30am to 7.00am**

**10 July 2009 Managers, Supervisors and junior/agency staff on straight from 11.30am to 12.00noon**

**10 July 2009 all staff on Night shift from 6.30am to 7.00am**

Staff on afternoon shift on 9 July 2009 should note that the bus will start picking at 11.45am.

All staff are to be punctual.

BARBARA ADDO  
HR Department

## ANNEX B

### CADBURY HIV/AIDS AWARENESS MONTH

JULY 2009

ACTIVITY	MONTH
HIV Awareness Questionnaire for all staff	3 <sup>rd</sup> July 2009
HIV Posters to be mounted on all notice boards	2 <sup>nd</sup> – 3 <sup>rd</sup> July 2009
Launching of HIV/AIDS Awareness Month	3 <sup>rd</sup> July 2009
Training of all Staff and selection of Peer Educators. Training will be focused on stigma and discrimination.	6 <sup>th</sup> – 11 <sup>th</sup> July 2009
VCT Exercise for all staff	22 <sup>nd</sup> – 25 <sup>th</sup> July 2009
Family Day to enable spouses take part in the VCT exercise Games will be provided on the park adjacent Cadbury for children to play whilst parents attend the VCT	25 <sup>th</sup> July 2009
Feedback/Evaluation	27 <sup>th</sup> – 31 <sup>st</sup> July 2009
Staff durbar to climax the HIV/AIDS awareness month	31 <sup>st</sup> July 2009

Condoms to be placed in restrooms, bathroom, changing rooms etc.

Leaflets on HIV/AIDS, HIV Brochures etc to be placed at strategic locations within the Cadbury premises.