

# **Xstrata HCT – experiences from a campaign designed to significantly increase participation and enrolment in care**

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# Introduction

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- **One of the world's largest diversified mining companies.**
  - **Operations located in NW and Mpumalanga provinces**
  - **Employs almost 15,000 people, including contractors.**
  - **Operates in communities with a high HIV and TB burden.**
  - **Committed to the health of its employees and contractors**

# Introduction

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- **Initiated a Wellness Campaign in 2008 to promote improved general health – not just HIV.**
- **This is in addition to the health insurance**
  - paid for by the company for every employee (and family),
  - irrespective of seniority
- **Ambitious targets requiring:**
  - Negotiation with all sectors
  - Leadership

# Xstrata Alloys Commitment

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**Build on past activities**

**Expand program**

**Link program directly to treatment and care**

**Ensure greater involvement**

**Two partners**

**-Advisors : Tim Tucker of**

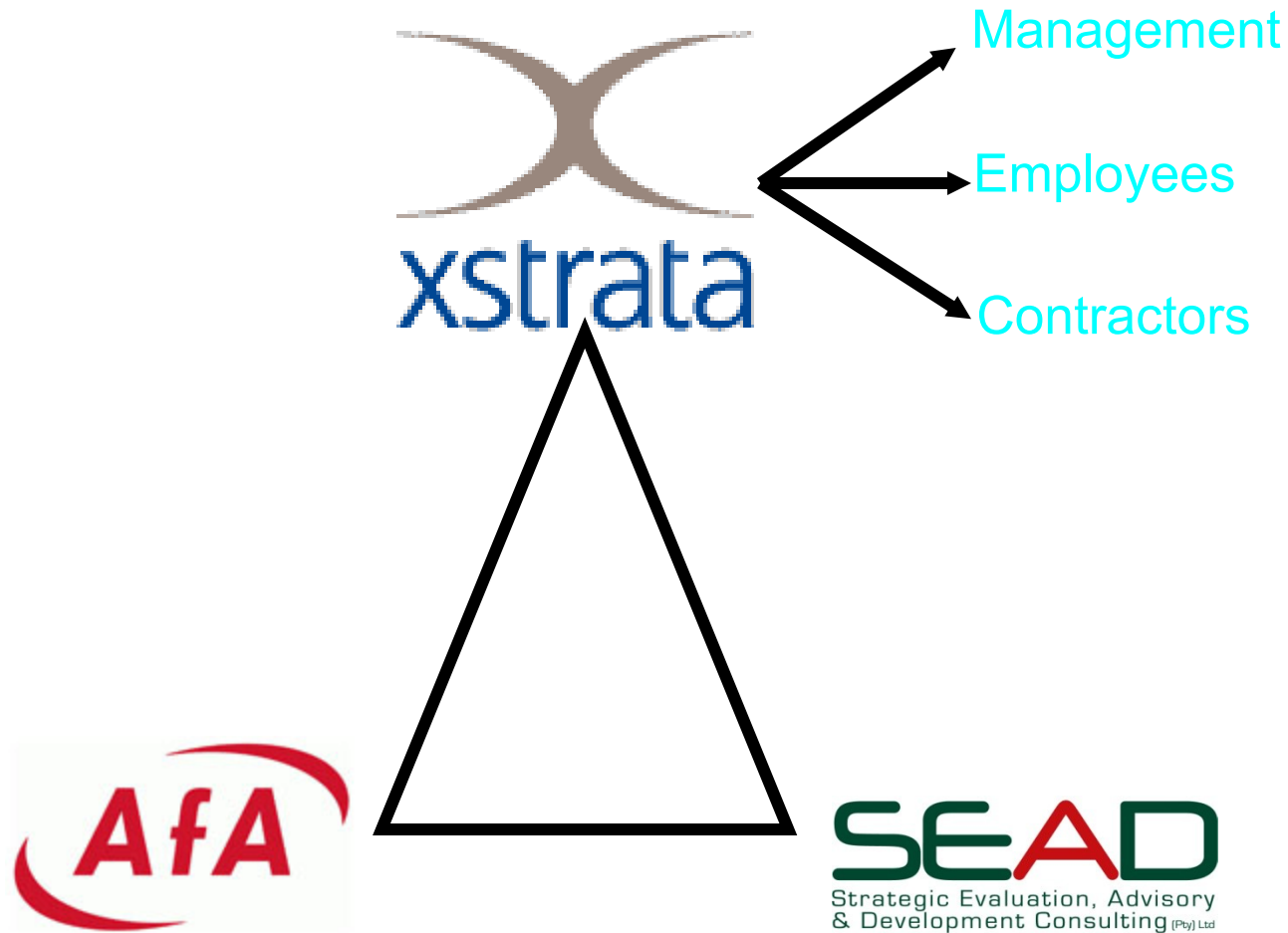


**-Implementer : Rodney Cowlin of**



aid for aids

# Program partners



# Leadership

- **Wellness model with leadership and ownership of the program at all levels**
- **Created an entirely new Wellness division**
- **Dedicated Wellness budget >\$3.8M**
- **Wellness champions ensured workers were informed**
- **Unions consulted ahead of program implementation**
- **All managers participated**
- **CEO and multiple senior managers performed tests publically**



# LION MANAGEMENT GOING FOR TESTING



## **Program description**

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### **Process of involving staff**

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

# Program description

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## Clinical breadth

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

# Program description

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## Disease management

- **All employees**
  - **Medscheme and AfA for employee and family**
    - **general healthcare**
    - **HIV care and treatment**
- **Contractors**
  - **In negotiation with Aurum**
  - **opportunity for full care and treatment program through GP network**

# Program analysis variables

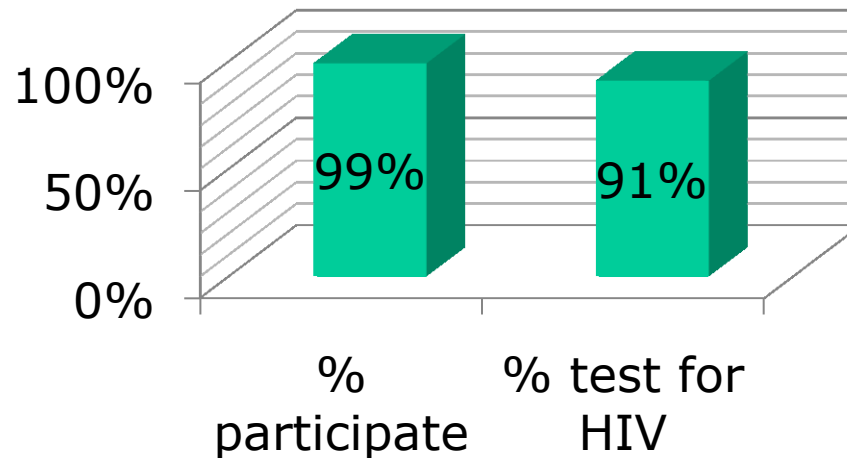
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- **VCT uptake**
- **Demographic description of infections**
- **Disease management programme uptake**
- **Markers of wellness programme impact**
  - **CD4 count at disease management programme entry**
  - **TB hospitalization**
- **Compared to**
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

## Program results

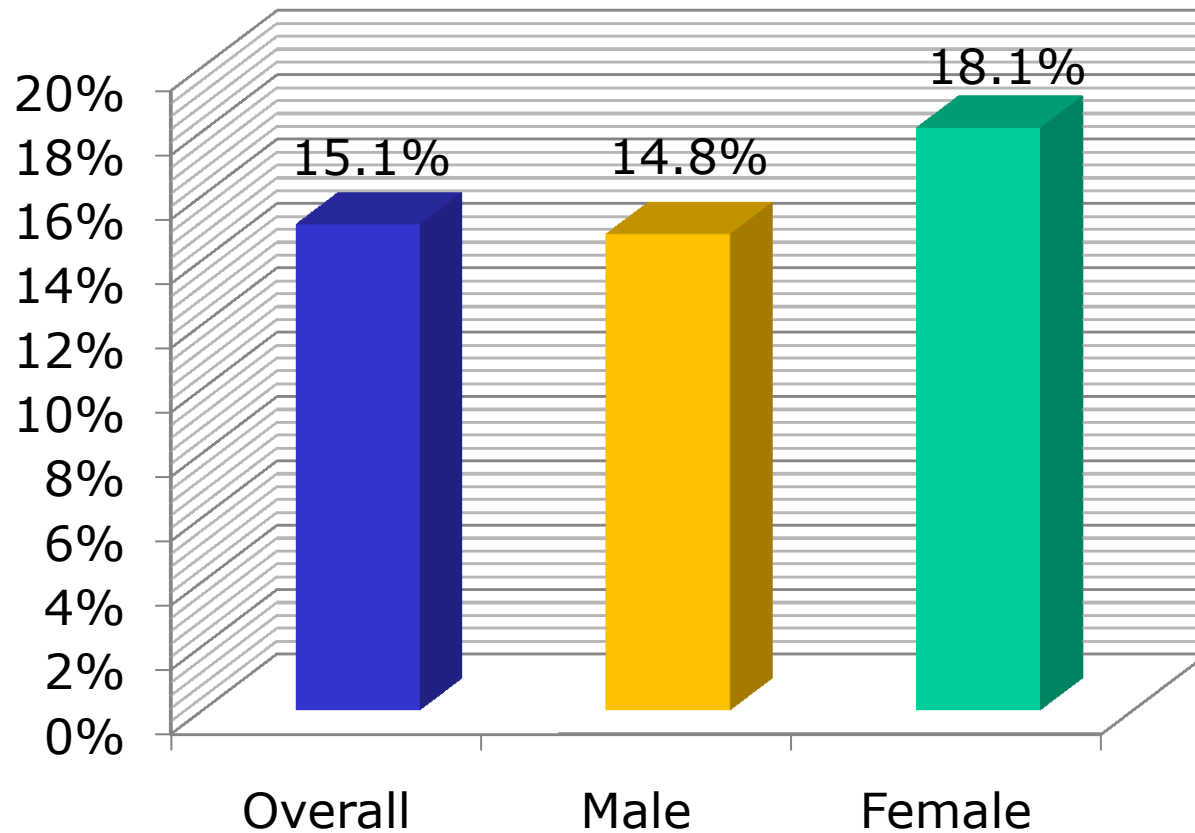
- **99% of employees and contractors involved**
- **15 sites participated**
- **Of those who participated in sessions**

### Participation in Wellness Campaign



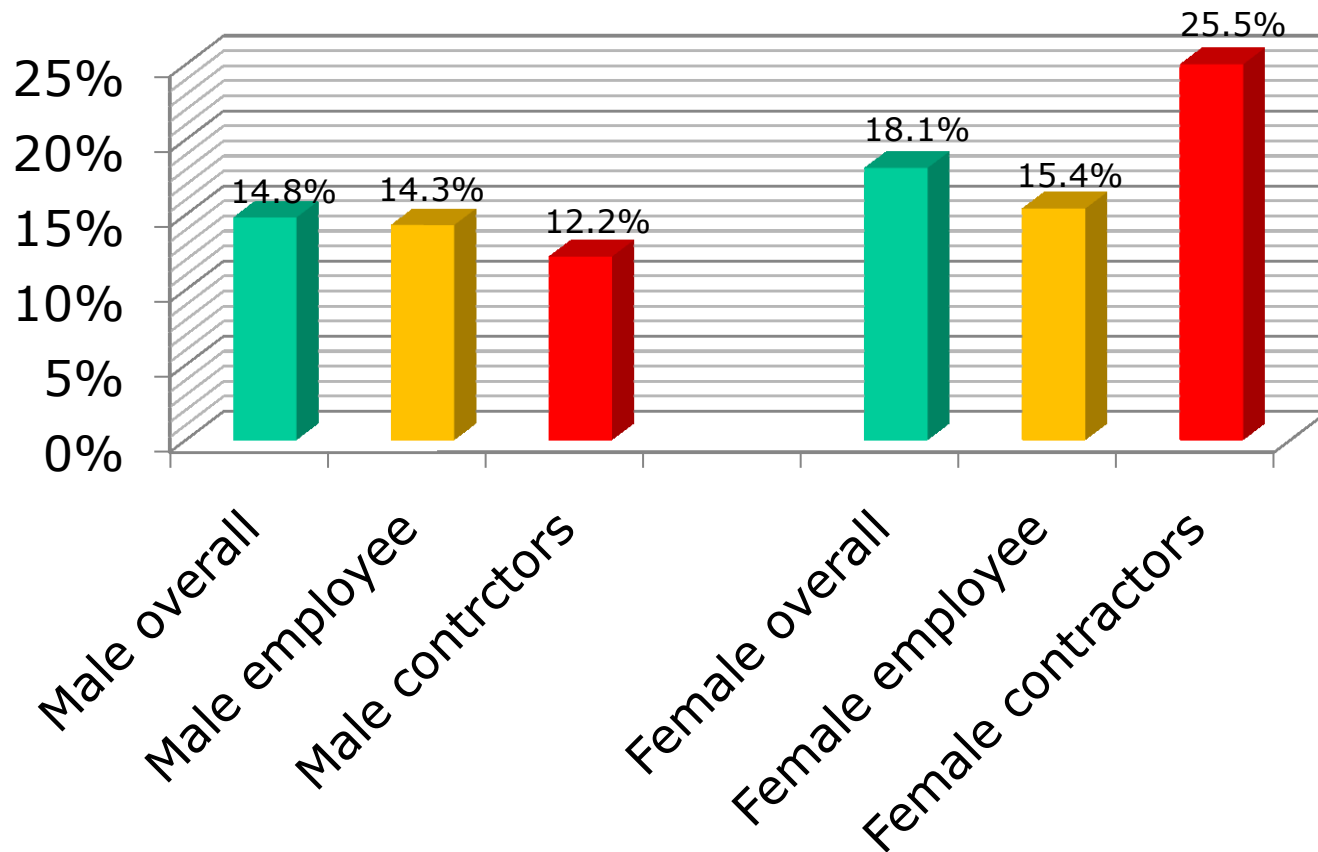
# Program results

## HIV+ - Male : female



# Program results

## HIV+: employees vs. Contractors



# Program results

## Markers of Disease Management Program impact

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

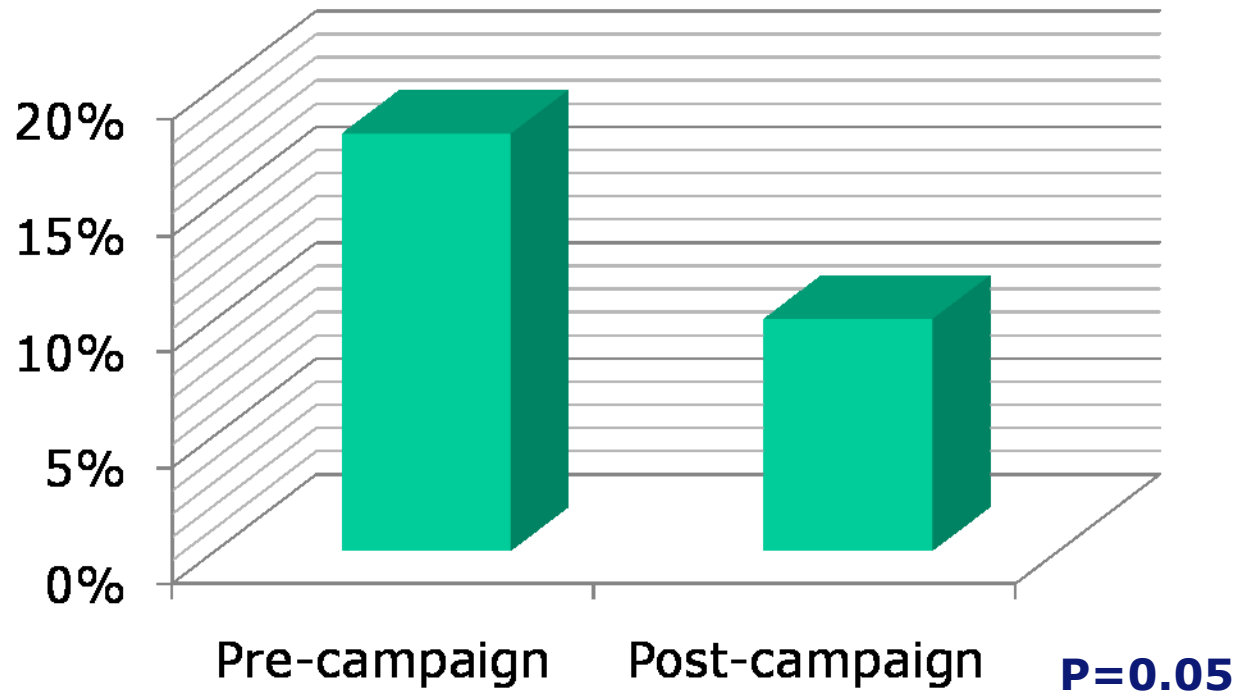
## Enrollment on DMP

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- 62.8% of the known HIV+ employees were registered on the DMP at campaign end
- A further 22.9% elected not to register on the DMP after counselling

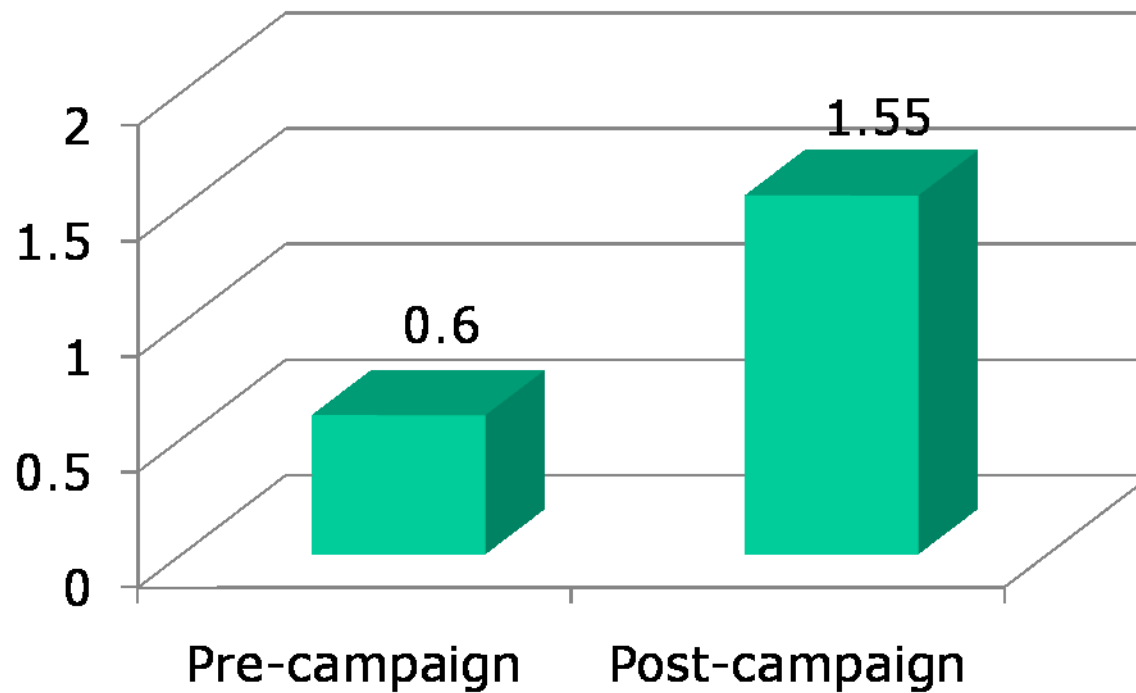
# Program results

## CD4 Count <50 at DMP entry



# Program results

## TB Hospitalizations



X/1000 lives post-campaign.

# Conclusions

## **Xstrata Alloys data demonstrates**

- compulsory involvement in Wellness programs
- coupled with wellness testing and
- proactive follow up,

## **results in**

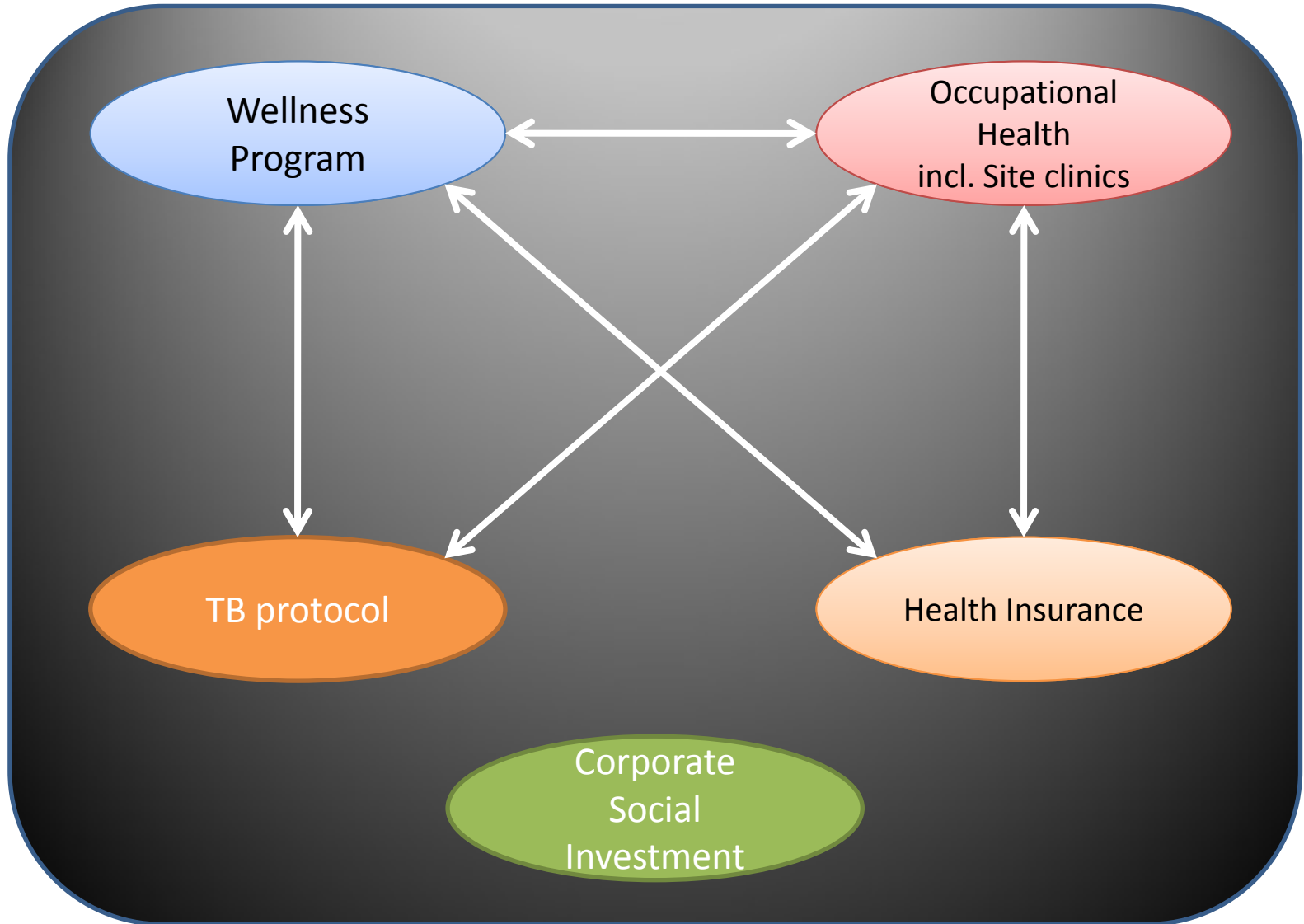
- high VCT uptake and
- increased DMP uptake at higher CD4 counts.

# Conclusion

## Xstrata Alloys continues with

- high-level management support
- funds to find innovative ways to ensure higher levels of Wellness for employees and contractors
- through innovative mechanisms within the workplace

# Vision for integration



**Thank you**