



Free HIV/AIDS Support and Accredited Training for Organisations
Invitation to the Strategic HIV/AIDS Workplace Programme

Redpeg is inviting South African-based organisations to participate in its funded Strategic HIV/AIDS Workplace Programme, which is running nationally from 2008 to 2011 in a number of locations across South Africa. The programme, which runs over a year for each participating organisation, consists of a number of key interventions that will significantly enhance participating organisations' ability to strategically manage HIV/AIDS in their workplaces. Organisations are strongly encouraged to apply to take part in the programme, which is funded and is therefore being offered free of charge.

What does the Strategic HIV/AIDS Workplace Programme aim to achieve?

To help mitigate the impact of HIV/AIDS, Redpeg is facilitating a multi-pronged programme to support organisations in the strategic management of HIV/AIDS in the workplace. The programme aims to achieve the following:

- Increase understanding of how HIV/AIDS impacts an organisation
- Introduce practical ways of containing and managing these impacts
- Provide unit standards based training for selected HIV/AIDS coordinators
- Facilitate the development of practical workplace HIV/AIDS strategies
- Mentor the implementation of these strategies and monitor & evaluate their efficacy

What are the programme interventions and organisation requirements?

Organisations that take part in the programme will go through a number of key interventions aimed at strengthening their ability to strategically manage HIV/AIDS. The following section indicates the interventions that your organisation will receive and also what your organisation will need to do:

#	What your organisation will get	What your organisation must do
1	Each participating organisation will receive an HIV/AIDS Economic Impact Assessment , which is used to predict the potential impact of HIV/AIDS on an organisation.	Organisation to provide Redpeg with data on staff numbers, gender, etc.
2	Each participating organisation will receive an HIV/AIDS Knowledge, Attitudes and Practices (KAP) survey , which is used to establish employee vulnerability to HIV/AIDS and guide the development of a comprehensive organisational HIV/AIDS strategy.	Organisation to allow Redpeg to conduct the survey with employees (on-site survey lasting approximately 2 hours)
3	Each participating organisation will receive accredited unit-standards based HIV/AIDS coordinator training for one nominated employee.	The organisation to release one employee for 10 half-day training sessions over a period of 12 months.
4	Each participating organisation will receive guidance and support in the development of an HIV/AIDS Workplace Strategy .	Organisation to review proposed strategy, policies & procedures and programme with ongoing coaching, mentoring and support from Redpeg for the duration of the programme.
5	Each participating organisation will receive support in reviewing HIV/AIDS-related HR policies and procedures in relation to current legislation and best practice.	
6	Each participating organisation will receive support in reviewing their HIV/AIDS Programme , which serves as a means to monitor and evaluate workplace interventions.	

(Please contact Redpeg for more detailed information on these interventions.)



When and where is the programme taking place in 2008?

During the course of 2008, Redpeg will be running the programme in five locations (there will be more locations across the country from 2009 onwards), the duration of the programme in each location is one year. The programme starting dates and application closing dates are outlined below:

Location	Application closing dates	Programme starting dates
Cape Town	16 April 2008	05 May 2008
Johannesburg	16 April 2008	05 May 2008
Durban	16 April 2008	05 May 2008
Secunda	17 June 2008	07 July 2008
Port Elizabeth	11 August 2008	01 September 2008

What are the selection criteria for organisations to participate in the programme?

In order to participate on the programme, organisations should have a maximum employee complement of 250 (including seasonal employees). Applications will be considered (on a case-by-case basis) from organisations that have a larger employee complement.

What should my organisation do in order to participate on the programme?

If your organisation would like to participate on the programme, please contact Redpeg as soon as possible to obtain the application documentation and submit before the closing dates above.

What does the programme cost?

The Strategic HIV/AIDS Workplace Programme is funded, therefore it is free of charge for participating organisations.

Where do I get more information on the programme?

For further details on the programme and the application process, please contact:

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About Redpeg:

Redpeg is an accredited education and training service provider (Services SETA accreditation number: 0744) and offers a number of training programmes and workplace interventions. Redpeg has been contracted by a variety of corporate companies, international and local NGO's, SETA's and organised labour to develop and deliver HIV/AIDS interventions, which include: the conducting of economic impact studies and knowledge, attitudes and practices (KAP) surveys, the development of workplace toolkits as well as the provision of unit standards based education and training.