

# Editorial

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## Awards

Congratulations to all Standard Bank / Stanbic Bank Wellness Champions and staff for your contributions to a Global Award Winning Programme. The Standard Bank Group has just scooped two major and prestigious awards for its programme using *Bridges of Hope* combined with ICAS counselling and support services (more on Page 2).



During a ceremony in New York on 9<sup>th</sup> June, Standard Bank Africa Chief Executive, Mr Clive Tasker receiving the Global Business Coalition on HIV/AIDS top 2008 Award for Business Excellence from Rajat Gupta, Chair of the Global Fund to Fight AIDS, TB and Malaria

Since the last Newsletter, more Champions from Namibia, Kenya and Ghana have been trained to use *Bridges of Hope*, and pages \*\*\*\* include some photos from these programmes.

\*\*\*\*\*

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Broad smiles when Standard Bank won the AfricomNet 2008 Award for Excellence in HIV and AIDS Communication in Africa (Best community/ interpersonal strategy, campaign or tool). During a presentation at the Sheraton Hotel, Kampala on 4th June, the Award was formally accepted by Kitili Mbathi, Standard Bank Group Regional Managing Director, East Africa.

### Editor:



Peter Labouchere  
Health & Wellness Training  
Consultant  
Address: Box 131, Victoria  
Falls, Zimbabwe  
Tel/Fax: +263 13 43254  
Cell: +263 11 209922  
E-mail: [peterl@mweb.co.zw](mailto:peterl@mweb.co.zw)

### Website:

[www.bridgesofhope.info](http://www.bridgesofhope.info)

## Press Release on the AfriComNet Award

The following is a Press Release on 4<sup>th</sup> June compiled by Daniel Nsibambi:

### Standard Bank's Wellness Champions Recognized for Excellence

Standard Bank, which trades as Stanbic Bank in Uganda, last night won the prestigious 2008 AfriComNet annual award for Excellence in HIV and AIDS Communication in Africa. The award recognizes the work Standard Bank's "Wellness Champions" have done in HIV/AIDS training, raising awareness and offering HIV/AIDS advisory support to staff and the broader community.

"We are thrilled to receive this award" says Kitili Mbathi, Standard Bank Group: Regional Managing Director, East Africa. "It is appropriate recognition of how the bank's proactive education, awareness and disease management programme on HIV/ AIDS is beginning to make a real difference both for our own staff and also in the lives of our people in the communities in which we operate. It is important to us to make a meaningful contribution to each environment in which we operate and we are honoured to be recognized as doing just that - for our people and our customers."

The Wellness Champions programme is part of the Groups comprehensive HIV/ AIDS workplace programme, which in turn is fully integrated into the broader employee health and wellness initiative. Wellness Champions are volunteer peer educators, who are passionate about fighting the scourge of HIV/AIDS and building a culture of health and wellbeing in the bank and the broader community. After completing a specially designed training course, they take on the role of peer educators on any health or wellness issue from HIV/AIDS, to breast cancer, diabetes and even sexual dysfunction. Wellness

Champions do this work in addition to their "normal" work commitments, and are assigned 10% KRA (key result area) for their work.

"The focus on wellness reminds people that HIV/AIDS is a manageable disease, and with appropriate knowledge, proactive management and treatment, it is possible to live with the disease and remain well. The same message pertains to other lifestyle diseases, such as diabetes," says Mbathi.

There are over 700 Wellness Champions across the African continent who provide education and support to more than 40 000 work colleagues and also to the banks' customers and the broader community – schools, church groups and community organizations.

Beauty Zondi, Manager: Standard Bank Group Health and Wellness, says, "This best-practice programme is the culmination of over seven years of work, driven by the Group's corporate health department and is concerned with assessing and addressing the HIV/AIDS crisis in all our African operations as part of our commitment to the well-being of our employees."

The prevention and management strategy of the programme is targeted at all employees. Staff also have access to a 24/7 telephonic and online support known as the Independent Counselling and Advisory Service (ICAS) in South Africa and as e-Care on the rest of the continent. ICAS / e-Care provide free, confidential counselling and support services to employees. The service is also available to employees' partners and immediate families.

"Recognition and use of ICAS / e-Care is increasing as our people become more comfortable with the bank's holistic wellness programme," says Zondi.

Each year, Standard Bank spends about R 60 million on its wellness programme encompassing HIV/AIDS initiatives across its African footprint.

"As a major employer across the continent, we are extremely aware of the devastating impact that the HIV/AIDS and Tuberculosis pandemics have. However, in conjunction with our national programmes, Standard Bank is indeed committed to dealing with these pandemics head on. The efforts of our Wellness Champions are critical to the success of both Standard Bank's internal and external engagement programmes which are geared toward mitigating the impact of these diseases," says Mbathi, "We are therefore inspired by their commitment and proud of their involvement in the this fight."



Stanbic Bank Uganda Wellness Champions Aida Mugisha (CIB) and Irynne Lugoloobi (Credit) man the Stanbic Bank stand at the award night at the Sheraton Hotel, Kampala

## **New Programmes: Namibia, Kenya and Ghana**

Since the last newsletter, further groups of Wellness Champions in Namibia, Kenya and Ghana have been trained on 5-day programmes combining the *Bridges of Hope* training with additional communication and self-awareness skills training, lead by facilitators Francine Lupasco and Marina Coleman from the Health and Wellness Education Centre in Johannesburg. Here are a few photos and experiences from these programmes.

### Namibia Wellness Champions

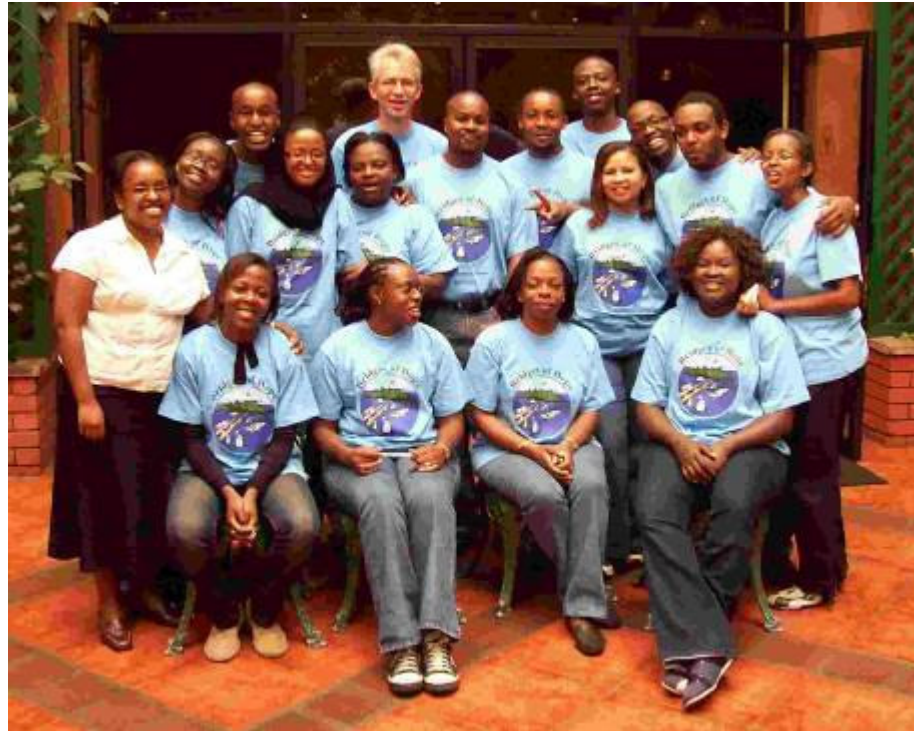


Namibia Wellness Champion Henry Mouton demonstrating *Walking the Bridges* with a group of wood carvers.



Namibia Wellness Champion Merwin Gasep facilitating *What happens in the body of someone living with HIV* – with a group of participants from the Ministry of Health and co-facilitator Manilla De Klerk acting as *The Infection!*

## Kenya Wellness Champions



At Jee van Jee Park, Nairobi, after first inviting one of the participants to demonstrate how to use a male condom, Wellness Champion Sylvia Karinge shows how to do it correctly, with the assistance of Leonard Nyamai.



Kenyan Wellness Champion Rose Itemere facilitating *Can you tell who is live with HIV* – with a group of interns at the International Christian Centre in Nairobi.

## Ghana Wellness Champions



Wellness Champion Clara Sosu facilitates Forum Theatre - Mary Hinson played the role of a person disclosing her HIV positive status to an unsupportive friend, played by Vida Graham. A participant at the market then got involved in demonstrating a more supportive approach.

## Community outreach with taxi drivers opens new bank accounts.

For the 'Real Life Training Practice' session, one group took the initiative of stopping at a small taxi rank and engaging the taxi drivers and others waiting there in a series of *Bridges of Hope* activities. Eunice Atiase (in the middle) is shown facilitating the activity *My Supporters*.

The feedback was so positive! A few days later, Wellness Champion Mustapha Nyaba wrote to Peter Labouchere:

*Hi Peter,*

*In our interaction at the taxi rank, the guy was so moved that, as a Bank, we did not come to talk about money but cared about their health, wellness and hope for the future irrespective of challenges of health.*

*Yesterday, I took time off my busy schedule to visit the taxi rank along the Spintex Road where we did the community activity and I am happy to inform you that the guy went with his colleague taxi driver and both of them opened a Pure Savings Account with our Spintex Road Branch. He appeared excited that he had the courage to enter a banking hall to open an account and Stanbic Bank was his first.*

*Best Regards,  
Mustapha.*



Editor's Comment : This report clearly demonstrates how the work of Wellness champions in the community can DIRECTLY impact on expanding the main business of the bank. This is just one case that has actually been reported to me from one country. I wonder how many more accounts have been opened throughout Africa as a result of this work. This stories more than justifies the time and effort you give to your role as a Wellness Champion.

## Feedback and Photos from Champions

### Zambia – supply of printed materials Christopher Kalonga, Wellness Champion from Mazabuka comments :

“Bridges of Hope materials are very easy to understand and facilitate in any society. The character cards and the Icebreakers make a very interesting part of any session. The fact that those in attendance are encouraged to fully participate really makes a difference compared to other such meetings where those in attendance are simply listeners, this makes the whole show a very boring issue and at the end of the day people go away without any impact. Society here has been so impressed especially with the Hope that comes with the activities in this programme. Participants are always asking for some printed material which they can have as revision material. Please consider supplying any printed materials if available and affordable.”



Christopher Kalonga, Stanbic Bank Zambia, Wellness Champion sent this picture of Introducing a Bridges of Hopes session with a group at Pentecostal Assemblies of God.

Editor’s comment : Thanks for this great feedback regarding the handing out of printed material to participants. I appreciate the value of this and I wonder what the best way of achieving this would be. Unfortunately it is not practical to include large volumes of handout materials in the ‘Bridges of Hope Kit’. However, you are welcome to make photocopies of any of the relevant Key Information sections (Appendix 1) to hand out to participants as well as pages labeled “Hand out”. National AIDS Councils, HIV and AIDS consortiums and large NGO’s sometimes have such materials, they can be approached for assistance.

### New Engeriser – Foot in Mouth

I frequently get feedback on how useful it is having a range of different energizers and icebreakers ‘up your sleeve’ when facilitating, to engage and re-energise one’s group.

Here are the notes for a new energiser called “Foot in Mouth”

*Say to your participants, and demonstrate as you do:*  
*“All stand up. Put both your hands on your head and imagine that you can unscrew your head and take it off your shoulders, bring it down carefully and put it so that you are holding your head under your arm. Now lift right foot and unscrew it so that it comes off your leg. Lift up your foot and put it in your mouth.”*

*Watch as most participants move their right hand up to their mouth. Then demonstrate that as their head is now under their arm that is where they should put their foot!*



Edna Chacha, from Stanbic Bank Kenya introducing the Foot in Mouth energizer during a session with Nairobi East SDA Church Youth.

## **Modification to Wildfire Activity – getting it right without offending participants and ensuring the message is clear!**

Champions feedback has included comments that the greeting used in the Wildfire activity, which involves shaking hands while holding your nose with your left hand, can be seen as implying that the other person smells! I suggest therefore changing the instruction in Step 1 to “Hold your chin...” instead of “Hold your nose...” This works just as well without risk of offence.

Editor’s Comment: It is important that the greeting or interaction used to represent having unprotected sex is something unusual that is never used in day-to-day life. If an ordinary handshake is used, it risks being misinterpreted that shaking hands can transmit HIV.

## **Modification to Risk Ranking Activity – what does “Quality” of the virus mean?**

Most feedback on the Risk Ranking activity confirms that the QQR (Quality Quantity Route) model is very helpful in explaining and clarifying the risk of HIV transmission associated with different actions. However, there is sometimes a little confusion in clarifying what “Quality” of the virus means.

Editors Comment: It might be better to replace this with “Alive” (or even “Active”) i.e. is the virus alive and potentially able to infect another CD4 white blood cell. The requirements for transmission with then be AQR:

**Alive** - is the virus alive and active and potentially able to infect another CD4 white blood cell.

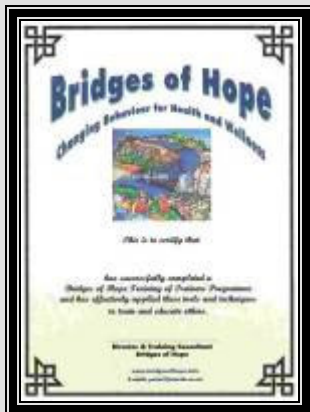
**Quantity** – is there a sufficient quantity of active, infectious virions (virus particles)

**Route** – is there an effective route available for the virus to enter the bloodstream of another person.

What do you think of this amendment?  
Please try it out next time you use this activity and let me have some feedback.

## CONGRATULATIONS

to all *Bridges of Hope* certified Wellness Champions listed here, in particular **those (indicated in red) who have achieved Certification since the last Newsletter**. If you have not already received your certificate, it will be sent to your HR department next week, for presentation to you at a suitable occasion. Your names will also shortly appear on the *Bridges of Hope* website page: [www.bridgesofhope.info/CertifiedBridgesofHopeUsers.htm](http://www.bridgesofhope.info/CertifiedBridgesofHopeUsers.htm)



*If you would like an electronic copy of the Bridges of Hope certification process and form to submit, e-mail [peterl@mweb.co.zw](mailto:peterl@mweb.co.zw) stating "Request BoH certification form"*

# Certified Wellness Champions

## BOTSWANA

Masego Pheto, Manetso Kope, Pauline Barungwi, Wame Rakwadi, Edwin Ketsitlile, Keene Rabashima, Bawani Mutshewa, Daisy Poleowetse, Kelobogile Lentswe.

Guest participants:  
Kabelo Poloko (BOFWA)  
Itemeleng Bareng (CEYOHO)

## LESOTHO

Ntsilane Mhlanga, Mahlape Nkunyape, Moneng Mpela, Mpho Nkhabu, Nteboheleng Debeshe, Thotoane Tsosane, Puseletso Thakong

Guest participants (PSI Lesotho):  
Lebuso Mosuone  
Lits'oanelo Motsoahae

## MALAWI

Douglas Thom, Edith Banda, Fredwick Liwewe, Linley Chikaluma, Benedictus Mpoto, Christina Nkhumba, Elliot Mankhamba, Eston Chamgwera, Humphreys Chiwaula, Maggie Gundo, Mary Fachi, Martha Mphatso Ngwira, Ivy Kwatiwani, Mercy Mwatero, Patrick Mwalilino, Willard Kachikwati, Freda Mughogho, Edith Banda.

## MOZAMBIQUE

Isabel Bretes, Jacinta Nkulunguila, Rael Benzane, Isabel Mavie, Abdul Remtula, Américo M. Júnior, Argentina de Castro, Jorge Gonçalves, Flavio Leonel Lopez, Mario Ah-shú, Nelcio Fijamo, Graciete Rois Alfai, Mauro Gouveia, Silvio Khan, Isabel Mavie, Sandra Semente.

Guest participants:  
Balbina Santos (ECoSIDA)  
Mateus Baptista (Kufunana)  
Inês Brito (Co-facilitator / Interpreter)

## NAMIBIA

Adele van Biljon, Estelle Botes, Juliana Claassen, Jackie Hoff, Nicolette Muwonge

## SOUTH AFRICA

Lyle Borman, Adrienne Bruwer, Monique Carolissen, Toni Coetzee, Wendy Creed, Esmarelda Dreyer, Prudence Gelderbloem, Meer Hendricks, Miranda Hlatana, Daniel Kotton, Ricky Kleinhaus, Tina Levendal, Dikeledi Malema, Gillian Miller, Mario Pepino, Elizabeth Petersen, Liesel Rumble, Shaheda Solomons, Ferial Warrin, Penelope Winter, Beauty Zondi

## SWAZILAND

Duduzile Khoza, Hlengiwe Gumedze, Khontile Dlamini, Lombuso Matsebula, Nomathemba Magagula, Sibongile Ndlovu, Sikanye Zwane, Zizwe Dlamini, Vamsile Mthembu, Thembi Jabu Mdluli, Zwelile Thwala, Dlamini Nananza, Phindile Weathersson

## TANZANIA

Francis Mallomo, Albert Owenya, Eva Kombe, Chris Makyao, Rajesh Das, Sylvia Shelukindo, Susan Kamuzelya, Noelina Kivaria, Mariam Simon Kitindi, Kay Mbwambo, Janet Kheri, Gerald Msegeya, Esther Mainoya, Erick Bon Ifunya

## UGANDA

Elizabeth Luwugge, Rose Makumbi, Aggrey Muyambi, Aidah Nabagesera, Jessica Nakalige, Zuriyah Namakula, Faridah Nassozi, Stella Akol, Allan Aturinda, Evelyn Bahemuka, Kenndy Bayo, Eva Karuhanga, Immaculate Komuhangi, Carol Luwaga, Gertrude Nyaketcho, Denis Otim, Robert Zoodia, Irene Lugoloobi, Eric Seguya, Aida Mugisha, **Real Kaddu, Godfrey Ndello, Norah Kizito, Winnie Nsangwa**

## ZAMBIA

**Christopher Kalonga**, Mwaba Kaunda, Sharon Mumba, Adell de Boer, Akayombokwa Mutumba, James Gwabila, Kawa Chirambo, Nshila Chilele, Charity Mlongwe, Abigail Mangala.

## ZIMBABWE

Richard Mwerahari, Shelter Nyatsanga, Simukai Tyoka, Everymay Zhou, Alois Katsere.