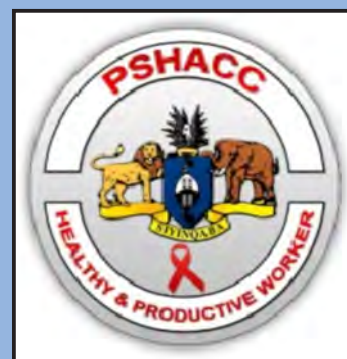


Here's To Wellness...

Public sector Workplace Wellness Programme Newsletter
January 2015



From right: Principal Secretary to the Ministry of Public Service Evert Madlopha, Honorable Minister of Public Service Patrick M. Mamba, Principal Secretary to the Ministry of Tourism & Environmental Affairs, Emmanuel Dlamini and Under Secretary to the Ministry of Public Works & Transport Nanikie Mnisi leading Public Servants in aerobics during the Public Sector Wellness & Sports Day.



Honorable Minister of Commerce, Industry and Trade, Gideon Dlamini launches the Ministry's Workplace Wellness Policy and Programme.



Hon. Minister of ICT (Center), Dumisani Ndlangamandla hosts a Wellness and Sports day for the Ministry of ICT.

Director's Desk



Richard Phungwayo-PSHACC Director

The New Year is the time for us to reflect on our previous success and build on our failures in shaping up our response for the New Year in the world of work. The Wellness Programme which we parade today is a product of the world of work response to HIV and AIDS which is driven by the International Labour Organisation (ILO). Our primary intent as a workplace Wellness Programme is to promote, restore and maintain the health of all Public Servants. This includes efforts to influence determinants of health as well as more direct health improving activities.

Our approach centers on effective delivery of quality services to all Public Servants, when and where they need them. The exact configuration of these services varies from Ministry to Ministry and requires a robust financing mechanism; a well- trained coordinating team; policies and guidelines; facilities and logistics to deliver wellness services. To ensure effective delivery of services, our coordination constituency includes uniformed forces, all Public Servants including staff associations who have done exceptionally well in sensitizing their membership on health and Wellness beyond HIV and AIDS.

It gives me pleasure to report that the Programme, with all our stakeholders and partners, has successfully delivered on its mandate to ensure a healthy and productive public service in 2014. Special thanks goes to Cabinet, Government Ministries particularly Principal Secretaries, Under Secretaries, all Wellness Coordinators and Wellness Committee members who have soldiered on through trying times between normal duties and the added duty of ensuring health and wellness services are provided within their departments. Thanks to you that we are getting into the New Year with renewed strength to build on our accomplishments and to strengthen our position as the leading largest employer in providing a comprehensive workplace wellness Programme.



Editorial



Zanele Kunene-Editor

Mastering others is strength. Mastering yourself is power. This by all means speaks to our Wellness! Until we truly understand who we are and know what makes us tick, we will never enjoy being who we are and most importantly being well. The new year is here, as we tried pleasing everyone during the fabulous festive season, we ought to remember this year that the most important person is us and that even our loved ones need us well. Being considerate about ourselves first will go a long way in ensuring that we are well and our wellness should reflect in our work performance.

We need to take stock of our lives to prepare ourselves for what lies ahead of us. This includes ensuring that we know our health status. As the year begins, It is wise to conduct our medical check-ups to minimize ill-health surprises during the course of the year. This helps us to better understand our bodies, making necessary adjustments to certain lifestyles which may pose threats to our health and adopt new practices that may enhance our Wellness. As the Public Sector Workplace Wellness Programme we are committed to availing information and Wellness services in the public sector allowing Public Servants the opportunity to know their health status and making informed decisions regarding their health.

If you have not done any health check-up this past year, be sure not to let this year go by without testing for HIV, screening for glucose level, Tuberculosis, blood pressure, cancers and oral check-up; to mention but a few. The Programme extends its gratitude for the continued support from Government Ministries and partners in ensuring that the Wellness Programmes impacts positively on the lives of Public Servants hence contributing to improved Public Service delivery. Profound gratitude is extended to the Government Press Office and the United Nations Development Programme (UNDP) for their invaluable input to the successful production of this newsletter

We wish you Wellness in abundance and unusual quality service delivery in 2015 and beyond; Happy New Year!

• In this Issue...

- Director's Desk..... Pg 2
- Editorial Pg 3
- From the Secretariat..... Pg 4
- 2014 Trade Fair..... Pg 5
- From the Regions..... Pg 6-9
- Gender Issues "Yes We Must" Pg 10-11
- The World of Work Pg 12
- The Doc Is In..... Pg 13
- Ministries on the Move..... Pg 14-16
- Sports Zone..... Pg 17-18
- Photo Gallery..... Pg 19

Programmes Office

The Swaziland International Trade Fair has grown in leaps and bounds over the years attended by both local and international business sectors and non-profit entities including the Public Sector. For the Wellness Programme, the Trade Fair is an opportune time to reach out to those Public Servants from the regions who attend the Fair. Of particular interest are teachers who are usually on school holidays at the time of the Trade Fair. The Public Sector Workplace Wellness Programme attended the Trade Fair 2014 and reached over a thousand Public Servants in a week, mostly teachers. Indeed, the Trade Fair simply gets better with time.

The Office also attended a multi-sectoral Policy Development workshop for tobacco control. This follows the enactment of the Tobacco Products Control Act of 2013. As we may be aware, tobacco products are a cause of many health related problems as reflected in a number of research studies conducted by the World Health Organization (WHO.). This necessitated WHO to lead countries in developing WHO Framework of the Convention on Tobacco Control (WHO FCTC). Swaziland has made significant strides in addressing the adverse effects of tobacco products in the interest of public health. Therefore, sectors implementing health related programmes participated in the development of the Tobacco Products Control Policy. This process will enhance the Wellness Programme in mainstreaming programmes that address the use of tobacco products, raising awareness on health risks associated with it and ensuring necessary referrals are made for those that need to be assisted regarding this matter.

The Programmes Office also assisted the Ministry of Commerce Industry and Trade to finalize and launch its Wellness Policy, the Ministry of Natural Resources and Energy to develop and come up with a draft policy for their Wellness Programmes as well as the Ministry of Tinkhundla Administration and Development in finalizing their draft Wellness Policy.

Further, in winding up the year's business, the Programmes Office organized the Public Sector Wellness and Sports day which saw thousands of Public servants gathered at Somhlolo National Stadium hosted by the Honorable Minister of Public Service, Mr. Patrick M. Mamba. The event saw partners including the Public Service Pension Fund, Nedbank, AIDS Healthcare Foundation and others supporting the event. Public Servants received information and services that included HIV testing, screening for blood pressure and glucose level.

The Public Sector Wellness Symposium is one of the activities loved by most within the Public Sector. We organized yet another symposium where a number of Wellness issues were shared with Public Servants in attendance. Partners who shared information include Old Mutual who spoke about financial management and Wellness, MVA who shared about irresponsible behaviour that could put your health at risk through road accidents, Swaziland Television Authority who shared a proposal for PSHACC to aid decentralization of the Wellness Programme as well as Phela-Live Wellness Center who spoke about physical wellness and its importance. It was a night of information and fun. The symposium was held at the Royal Swazi Convention Center with 300 Public Servants in attendance. The Honorable Minister of Public Service through the Wellness Chairperson, Mr. Felton Mhlongo attended the event and encouraged Public Servants to prioritize their wellness and strategies aimed at improving Public Service delivery.



Above: The task team from the larger multi-sectoral team took a photograph during a workshop finalizing the Tobacco Products Control Policy and regulations.



From Left: Stanley Dlamini (Office of the Director of Public Prosecution), Vuyile Dlamini (Ministry of Health), and Sikhumbuzo Hlophe (Ministry of Finance)

PSHACC AT 2014 The Swaziland International Trade Fair in Pictures



PSHACC Programmes Officer handing over a gift to His Excellency, the Right Honourable Prime Minister during the 2014 International Trade Fair.



Hhohho Regional Secretary Nonhlanhla Shongwe being assisted by USDF Wellness Coordinator Tsembeni Magongo to check her Body mass index.



MICT Wellness Chairperson Bhekithemba Gama captured visiting the PSHACC stand at the 2014 SITF



Above Left: Ministry of Sports, Culture & Youth Affairs Wellness Chairperson Maswazi Shongwe visited the PSHACC stand during the 2014 SITF. Above: Ministry of Public Works & Transport Wellness Chairperson Nanikie Mnisi checking her blood pressure at the PSHACC stand during the 2014 SITF.



Far left: An employee from HMCS being assisted to check his body mass index. Left: exhibitor Busisiwe Sibanyoni captured at the PSHACC stand during the 2014 SITF. Above: MoPS Wellness Coordinator Dudu Ndzinisa captured with Manzini Regional Coordinator from PSHACC during the 2014 SITF.

From the Regions: *Focus on Manzini Region*



With Sandile Mveli
PSHACC Head of Regional Response

The health and wellness of employees is of strategic importance for any business aiming to achieve leadership excellence in the world of business. The emphasis is on healthy living, well being, and striving to strike a balance between work and private life.

Following the mapping exercise of all Government departments, the Wellness Program visited several departments to present or conduct vusela sessions on the Workplace Wellness Program. The main objective of the presentation was to sensitize employees on the Program and promote issues of wellness. As it has been previously noted, Public Sector employees still lack basic understanding of HIV and AIDS and Wellness Program in the workplace resulting in inadequate implementation of necessary interventions due to lack of support.

More presentations will be conducted across all regions namely Hhohho, Manzini, Lubombo and Shiselweni and all Government departments will be visited. The vision of the Workplace Wellness Programme (PSHACC) states “to ensure that the Government of the Kingdom of Swaziland has a

healthy and productive workforce that is proactive about their wellness and effectively delivers Public Services.” This exercise is therefore crucial in ensuring that Government departments are well versed on the Wellness Program.

Manzini Region Vusela Sessions

The vusela session exercise has already been rolled out in the region and several Government Ministries and departments have been visited. These, to mention just a few, are: His Majesty’s Correctional Services, ICT, Natural Resources and Agriculture Ministries.



Above: a Section of Employees from His Majesty’s Correctional Services captured during an educational session by PSHACC.



Above : a Section of Employees from His Majesty’s Correctional Services captured during an educational session by PSHACC.

From the Regions: *Focus on Manzini Region*

MANZINI REGION WORLD AIDS DAY 2014

The global World AIDS Day theme for this year is expanded from last year's theme: ***Getting to Zero: Zero new HIV infections. Zero discrimination. Zero AIDS related deaths.*** World AIDS Day is commemorated on 1 December each year. It raises awareness in communities and across the world about the issues surrounding HIV and AIDS. It is a day for people to show their support for people living with HIV and to honour those who have lost their lives.

Manzini region commemorated this day on the 8th November 2014 at Ngwemphisi Inkhundla in Mankayane hosted by the National Emergency Response Council on HIV and AIDS. The event started with a walk featuring civil servants from the region. An information desk was set up by the Program to inform participants about the Workplace Wellness Program (PSHACC). During this event various individuals visited the PSHACC information desks to enquire about the wellness program and the services offered by the wellness program.

Since we are commemorating World AIDS Day it is still important to discuss issues of HIV.

HIV still exists in the Kingdom of Swaziland. HIV can affect anyone. The good news is that the transmission of HIV is preventable. By being informed about how HIV is transmitted and how to protect ourselves and others, we can enjoy life with safer sex and prevent the spread of HIV. So take the first step – inform yourself about HIV. Take time to read information about HIV and then pass it on to your friends, family and loved ones. You may be saving your life and others.



Above: Sandile Mveli (PSHACC Manzini Regional Coordinator) with Queeneth Shiba (Wellness Coordinator from the Ministry of Agriculture) at the PSHACC Information Desk during the Manzini Region World AIDS Day.



Above: Mr Khanya Mabuza (Director NERCHA), Mr Veli Shongwe – MP Ngwempisi Inkhundla, Thembisile Dlamini – UNAIDS and other dignitaries visited the Information Desk to know about the PSHACC program seen talking to Sandile Mveli – Manzini Regional Coordinator.

From the Regions

What is HIV?

HIV (Human Immunodeficiency Virus) is a virus that causes AIDS (Acquired Immune Deficiency Syndrome). They are not the same thing. HIV weakens or breaks down the body's immune system and makes the body vulnerable to disease and infection. Some people who have been infected with HIV experience flu like symptoms but others do not notice any symptoms for many years.

What is AIDS?

AIDS is not the same as HIV. A person living with HIV does not necessarily have AIDS, but all people with AIDS are HIV positive. AIDS can occur after many years of damage to the immune system caused by HIV. This damage to the body's immune system makes the body vulnerable to disease and infection. During the advanced stages of HIV infection, a person may develop a number of 'AIDS-defining illnesses' which can be very debilitating and possibly lead to death.

HIV may be transmitted when blood, semen and vaginal fluid from an infected person enters the body of an uninfected person. This can happen through unprotected anal, vaginal and oral sex, or when sharing injecting equipment. Mothers who are HIV positive can transmit HIV to their babies during pregnancy, during vaginal delivery and when breast feeding. While it is infectious, HIV it is not spread like air-borne viruses such as the flu. It can't be passed on by hugging, shaking hands, coughing or sneezing. Nor can it be passed on by sharing toilets and washing facilities or using eating utensils or consuming food and beverages handled by someone who has HIV.

What can I do to protect myself from HIV?

Always practice safe sex

It can take a single instance of unprotected sex with an infected partner for HIV to be passed on. Condoms can help provide protection from infection by preventing semen, vaginal fluid or blood from coming into direct contact with another person. Sex can be made safer by using a condom together with water-based lubricants (lube) which help prevent the condoms from breaking. When used correctly and together, condoms and lube are the best protection against the transmission of HIV.

Travelling and your protection

If you are sexually active and travelling, especially to countries where there is a high prevalence of HIV, make sure you take condoms and sachets of lube with you in some countries they are difficult to find or are of a low quality. Medical procedures in unsterile conditions and blood transfusions in some countries are also important risk factors to consider.

Sharing isn't always caring

When it comes to needles and personal care items (e.g. razors), there's a good reason to be careful HIV and other diseases can be transmitted through blood. If you inject, always use new injecting equipment every time and never share any of your equipment. If you are getting a tattoo, piercing or acupuncture make sure the equipment is sterile.

Testing

A blood test is the only way to know if you have HIV. You can get a confidential test by visiting your doctor or health clinic.

Understanding and supporting people living with HIV

HIV can affect anyone and people who are living with HIV often feel isolated because of their fear of being discriminated against and not being accepted. Feeling accepted and having ongoing support available can make a big difference in helping people deal with the physical and emotional challenges HIV brings. World AIDS Day, held on 1 December each year, is a significant opportunity to show your support for people living with HIV. Even the simplest gestures such as wearing a red ribbon pin can go a long way to showing that you care and breaking down community stigmas. If you know someone who is living with HIV, it is important to remember that there are services and organisations that can provide assistance if needed. These services and organisations can offer you advice on how you can support people living with, or closely affected by HIV.

Stigma and Discrimination

HIV does not discriminate, people do. Stigma and discrimination will continue to exist so long as societies as a whole continue to judge people who have HIV. You can help change this by encouraging others not to judge.

CONCLUSION: As a community and as individuals, there is a lot we can do in combating the spread of HIV. Working in partnership with people living with HIV, we can encourage others to understand how the virus is transmitted. We can support people to access testing and treatment, as we know that getting treatment at the early stages of infection results in better health outcomes. We can raise awareness that HIV positive people have the right to participate in a community free from stigma and discrimination. The Wellness Program would like to encourage all Public Servants to partake in the Regional AIDS days even for the year 2015.



Gender Issues : Yes We Must!



The role of men in ending Gender based Violence in Swaziland

While the Swaziland Government, NGO's and other development partners work very hard to square up to developmental challenges in this beautiful kingdom, the country is still faced with one big challenge, gender based violence, which has ravaged the kingdom even more than HIV and AIDS. You may be asking yourself what is gender based violence? It is any form of violence directed to a person on the basis of gender. It constitutes a breach of the fundamental right to life, liberty, security, dignity, equality between men and women, non-discrimination, physical and mental integrity.

Gender based violence may take many forms such as physical, sexual, economical and emotional violence. It also reflects and reinforces inequalities between women and men. Gender based violence is mostly inflicted by men to women and girls. Statistics according to the National Surveillance have shown that 79% of women have been victims of gender based violence whilst 80% of the perpetrators are men.

These reports show that in most cases the perpetrators are known to the victims and most of them are intimate partner related cases. The local media has reported on numerous cases where women were killed in cold blood by their partners.

The country is signatory to many international and regional instruments like CEDAW (Convention on the Elimination of all forms of Discrimination Against Women) and the SADC Protocol on Gender and Development, to mention just a few. While this move may be appreciated, the current status of women in the country is still wanting. We still believe there is more that we can do as a country. Speaking about doing more as a country, we have our fingers crossed for the enactment of the Sexual Offences and Domestic Violence Bill into an Act. In as much as international instruments can help, I believe we can go far with local legal instruments as a country. We need to amplify the voices of men and boys speaking out against gender based violence. It is harmful cultural practices that breed irresponsibility and associates manhood with aggression, hence gender based violence cannot be understood outside social structures, gender norms and roles that support and justify it as normal or tolerable.

While most men still believe women and girls should be violated to "exhibit true masculinity", we do have men that believe in an equitable lifestyle with women and do not violate them. It is very important to amplify the voices of these men and encourage them to work together with women and girls in the fight against gender based violence. We applaud the launch of the Men Engage Network and other organizations working with men and boys in Swaziland, an alliance of organizations and agencies working to engage men and boys on issues of gender equality, gender based violence and HIV and AIDS amongst other issues on the empowerment of women and girls. There is a lot of deconstruction and reconstruction to be done in shaping men's attitudes considering that men and boys have been raised and socialized in a patriarchal setup which promotes inequalities between men and women. One of the biggest problems with gender based violence is that it is not just a human right violation but it is an opportunity for the spread of HIV and AIDS. The fear of violence makes it difficult for women and girls to negotiate for safe sex and condom use.

Even as we commemorated the 16 days of Activism against gender based violence with the theme "From peace in the Home to Peace in the World", I would love to urge everyone to work together from families, communities, public sector, private sector and civil society to complement all efforts being made to end gender based violence in our beautiful kingdom. David Hume says, "It when we start working together that the real healing takes place....it's when we start spilling our sweat and not our blood".

Why work with men and boys?

The elimination and prevention of all forms of violence against women and girls was the priority theme for the 57th session of the UN's **Commission on the Status of Women (CSW) 2013**. One of the targets for the **SADC protocol on gender and development** is that the country should have lessened gender based violence by at least half, by 2015 but it remains one of the worst forms of human rights violation in Swaziland. Although there is some progress we can applaud in this area, evidence and interventions increasingly show that in order to end gender based violence, it is important to work with men and women to change the social norms that perpetuate the scourge, including providing non-violent role models for young men and boys, and supporting them to take a stand against gender based violence.

Gender Issues : Yes We Must!

Why do men need support to take a stand against gender based violence? They need support because they are victims of a system that makes them vulnerable to violence and abuse as some of the privileges they inherited from patriarchy are harmful not just to women and girls but to them as well. It is well established that masculine gender norms contribute to gender based violence. These include socialization processes which encourage men to use violence as a means to resolve conflict whilst discouraging expressions of emotion or vulnerability; and the notion that it is not only acceptable for men to control and dominate women, but that such behavior is indeed necessary for men to demonstrate their masculinity.

UN ambassador Emma Watson recently launched the **HE for SHE campaign**, a global initiative that seeks to encourage the engagement of men and boys around the world to work with women and girls in the fight against gender inequality and gender based violence. She says **“The empowerment of women works for men too, where women and men work together and have equal rights, societies prosper.”**

Men should be encouraged to speak publicly against Gender based Violence

Men, whether ex- offenders, ordinary men or men in high positions such as political and traditional leaders should be called upon to speak out publicly against gender based violence, thereby challenging the culture of impunity that surrounds the pandemic. The country’s laws and policies should recognize the violence that men experience, particularly at a young age in conflict and in prison settings. They should also seek to provide psychosocial support for boys and men who witness or experience violence, as this can be a risk factor that increases the likelihood of men perpetrating violence against women, children and other men.

When acknowledging the violence that men experience, it should never distract our focus from preventing violence against women. It should also be acknowledged that men usually experience violence at the hands of other men. It is also very important to have more prevention measures for gender based violence instead of being more punitive in our approach. The new strategies should include gender norms transformation which will focus on transforming notions of masculinity that encourage violent behavior, the objectification of women, excessive alcohol consumption, as well as the development of positive male role models who encourage men to be engaged in gender based violence prevention. Article by: Samora Makama- The author is one of the founders of the Men in Action Against Violence and Abuse (MAAVA).





With: Simphiwe Mabhele; ILO HIV and AIDS Technical Specialist

ILO and PSHACC Leave No One Behind: Knowing Your HIV Status

The UNAIDS GAP Report released in July 2014 shows that 19 million of the estimated 35 million people living with HIV today **do not know** that they have HIV.

Swaziland accounts for almost 0.8% (208 000) of the estimated global number of people living with HIV. More than 100 000 people living with HIV (PLHIV) in Swaziland are on Anti-retroviral Treatment. However, there may be more than a third of PLHIV who do not know they have HIV. In order to access treatment, a person with HIV has to undergo an

HIV and eligibility tests for accessing Anti-retroviral Treatment (ART). In a sector with more than 36,000 working women and men, it is critical to consider strengthening and sustaining wellness, HIV and TB workplace programmes to ensure no one is left behind.

PSHACC and the International Labour Organization (ILO) have embarked on a drive to encourage HIV Testing and Counselling (HTC) in line with the Getting to ZERO@Work Campaign and VCT@Work initiative. The initiative seeks to reach five million workers with Voluntary and Confidential HIV Counselling and Testing (VCT@WORK) by 2015. The initiative will ensure that people who test positive are referred to HIV services for care and support, and treatment if needed.

“If public sector workplaces embrace this initiative, it could signify one of the most important advances we’ve seen in expanding access to HIV testing within a healthy, enabling environment and linking to on-going support including treatment,” says Simphiwe Mabhele, ILO HIV and AIDS Technical Specialist.

The VCT@WORK initiative, (Voluntary Counselling and Testing) is part of the ILO’s efforts to achieve Millennium Development Goal 6 and the global target of reaching 15 million people living with HIV with lifesaving antiretroviral treatment by 2015, as set out in the 2011 United Nations General Assembly Political Declaration on HIV/AIDS.

“To reach this goal we need to work together through the ILO and PSHACC collaboration to ensure that the public sector workplaces are free of stigma and discrimination, women and men know their HIV and TB status and those requiring access to care are directed appropriately” emphasized Mabhele

The VCT@WORK initiative builds on the ILO’s Recommendation on HIV and AIDS and the World of Work (No.200), to ensure a safe and healthy working environment free of stigma and discrimination. Following the adoption of ILO Recommendation No.200, the Ministry of Labour and Social Security together with other Government Ministries revised their HIV and AIDS sectoral policies and programmes. The VCT@Work Initiative is directly linked to the HIV Testing and Counselling strategy implemented by the Swaziland National Emergency Response Council on HIV and AIDS (NERCHA).

The initiative will use the mobilizing power of the ILO and its constituents, including PSCHACC, to encourage thousands of working women and men to undertake voluntary HIV testing by 2015. The public sector is invited to join forces and turn this target into reality. “The countdown to 2015 has begun and the public service has committed to make each day count.”

The PSHACC and ILO collaboration will therefore assist public sector workplaces to strengthen workplace programmes that address HIV and AIDS in line with the Extended National Strategic Framework. The collaboration is characterised by two elements, i.e. 1) HIV Testing and Counselling; and 2) Development of Wellness, HIV and TB Workplace Programmes.

Together



We can make



It happen!



With: Dr. Nduduzo Dube

DIABETES MELLITUS

Diabetes mellitus(DM), also known as diabetes, is a group of metabolic diseases in which there are high blood sugar over a prolonged period.

Most of the complications of diabetes mellitus are a result of the persistently high blood sugar which damages blood vessels, nervous tissue and the immune system. This high blood sugar produces the symptoms of frequent urination, thirst, and hunger. Untreated, diabetes can cause many complications. Acute include ketoacidosis, hyperosmolar coma. long-term complications include disease, kidney failure, impotence to the eyes.

Aetiology / Causes of Diabetes Mellitus

Diabetes is due to either the pancreas not producing enough, or the body not responding properly to the insulin produced. There are three main types of diabetes mellitus:

Type 1 DM from the body's failure to produce enough insulin. This form was previously referred to as "insulin-dependent diabetes mellitus" (IDDM) or "juvenile diabetes". The cause is unknown.

Type 2 DM with insulin resistance, a condition in which cells fail to respond to insulin properly the disease progresses a lack of insulin may also develop form was previously referred to as "non insulin-dependent diabetes mellitus" (NIDDM) or "adult-onset diabetes". The primary cause is

excessive body weight and not enough exercise.

Gestational diabetes, is the third main form and occurs when pregnant women without a previous history of diabetes develop a high blood glucose level.

Epidemiology of Diabetes Mellitus.

Globally, as of 2013, an estimated 382 million people have diabetes worldwide, with type diabetes making up about 90% of the cases is equal to 8.3% of the adult population, equal rates in both women and men in 2012 and 2013 diabetes resulted in 1.5 to 5.1 million deaths per year, making it the 8th leading cause of death overall at least doubles the risk of death number of people with diabetes is expected to rise to 592 million by 2035. Diabetes used to be endemic, meaning it was known that a certain percentage of the population are expected to have Diabetes. However with the change of lifestyles and more people doing less manual labour and the development of new technology which supports less physical activity, more people are becoming obese. This has led to the prevalence of Diabetes among populations in the world to rise from 3.2% in the early 1970s to current 8.3% and continue to rise. Hence it is now classified as an epidemic because of the ever increasing incidence and prevalence. This means if we don't watch our diet and continue to live sedentary lifestyles with no exercise or physical activity, very soon we will have two epidemics threatening our lives in Swaziland. This will be further worsened by the fact that the long term treatment of the other epidemic HIV tends to predispose people to type 2 Diabetes.

In essence, regardless of your HIV status, each and every person should exercise and avoid eating too much high energy foods to reduce the risk of being a victim of one or both epidemics in order to live longer.

Signs and Symptoms of Diabetes Mellitus

The classic symptoms of untreated diabetes are weight loss, polyuria (frequent urination), (increased thirst), and polyphagia (increased hunger). may develop rapidly (weeks or months) in type diabetes, while they usually develop much more slowly and may be subtle or absent in type diabetes.

Several other signs and symptoms can mark the onset of diabetes, although they are not specific to the disease. In addition to the known ones above, they include blurry vision, headache, fatigue, slow healing of cuts, and itchy skin. Prolonged high blood glucose can cause glucose absorption in the lens of the eye, which leads to changes in its shape, resulting in vision changes. A number of skin rashes that can occur in diabetes are collectively known as diabetic dermadromes. People (usually with type diabetes) may also experience episodes of diabetic ketoacidosis, a type of metabolic problems characterized by nausea, vomiting and pain, the smell of the breath, deep breathing known as Kussmaul breathing, and in severe cases a decreased level of consciousness. If not treated this condition is rapidly fatal. A rare but equally severe possibility is non ketotic state, which is more common in type diabetes and is mainly the result of dehydration.

Prevention and Treatment of Diabetes Mellitus

Prevention and treatment involves a healthy diet, exercise, not using being of body weight pressure and proper foot care are also important for people with the disease. Type 1 diabetes must be managed with injection. Type 2 diabetes may be treated with oral medications with or without insulin and some oral medications can cause low blood sugar.

Dietary control and weight loss has been found to be the most effective way of controlling mild forms of the disease with some people delaying drug treatment for years before they become dependent on insulin injections loss surgery those with an effective measure in those with type 2 DM diabetes usually resolves after the birth of the baby.

(Article Adapted from Wikipedia)

Ministries on the move

Ministry of Public Service Re-launches its Workplace Wellness Programme

Life is so real. We are all called upon to earn our living. We either tore the line or we settle for zelt. Life does not just give you what you deserve but what you place a demand on. This is the story of our life as a Ministry. For the Ministry display to strong work ethics and have a positive impact for others to follow suit one reckons it begins with SEEDTIME. Yes it is a planting season throughout the country, but as a Ministry we all about planting positive attitude at the workplace. 1st October, 2014 we embarked on the ‘journey of being’. We are all individually responsible for our view of life. It would be impossible to estimate the number of opportunities lost, the number of promotions missed, the number of performance targets postponed, the number of marriages ruined by poor attitudes. As a nation, all we have is ‘spirit’. We might not have petroleum dollars. We might not have mines of great wealth in the ground. We do not have much support of a worldwide public opinion that looks favourable on us. All we have is the spirit of the people. And if we lose our spirit, even the 1st World status could not save us.

As John Maxwell rightly observed, many times we have been guilty of viewing our future challenges as the sunset of life rather than the sunrise of a bright new opportunity. For instance, we are told of a story of two shoe salesmen who were sent to an island to sell shoes. The first salesman, upon arrival, was shocked to realise that no one wore shoes. Immediately he sent a telegram to his home office saying ‘Will return home tomorrow. No one wears shoes.’ The second salesman was thrilled by the same realisation. Immediately he wired the head office saying, ‘Please send to me 10 000 shoes. Everyone here needs them.’

It takes a lot of self-introspection. The journey begins with each individual in the team of champions. Together we can positively influence the improvement of the health of the public sector employees leading to an improved public services delivery. Our SEEDTIME season had a number of exciting informative activities such as ‘On the Money Programme’ by Old Mutual, investment opportunities from SWEET, Wellness day and witnessed a take-off on a number of fitness activities. A heartfelt gratitude to MoPS Management and the PSHACC office for the support and commitment to our re-launch. Vision 2022!



Above: Banomile Hlatshwayo presenting Old Mutual's On the Money Programme to MoPS Wellness Committee members.



Above: a section of Wellness Committee members from the Ministry of Public Service (MoPS) captured during the Old Mutual presentation.

Ministry of Health Commemorates World Heart Day

29th September was the World Heart Day, a day that is commemorated to create community alertness of risk features for heart and stroke and disease to endorse defensive measures. So as a Ministry and the country at large we commemorated for the first time by having a seminar for health care workers and an open day for the public.

Objective of the Event

Capacitate the health care workers on heart diseases and warning signs.
Create awareness to the community of risk factors of heart and stroke disease.
Provide on-site screening on heart??

Strategy

The MOH Employee Wellness Program had invited Dr. M. Mnisi and Dr. Bigilimane to give a lecture to health care workers from the Public and Private sector on heart diseases and managing it. Then there was an onsite-screening that was done by Dr. Mnisi and Dr. Bigilimane.

About 150 health care workers attended this day and 70 of them were screened onsite.

Ministries on the move

Ministry of Commerce, Industry and Trade Wellness Policy launch

“Imphilo yami ngonyukanayo, ngiyibambe ngesandla ngiyongenayo ku 2022, nomakunzima nomakuyenyuka kodwa imphilo yami ngiyongenayo ku 2022.” This was a song of the day sang by the Hon. Minister of Commerce, Industry & Trade Gideon Dlamini during the official launch of the Ministry’s Wellness Policy on 29th September 2014. The Honourable Minister assured employees that the launching of this policy marks the beginning of a healthy workforce of the Ministry as this is the very same Ministry that has been entrusted with a number of critically important tasks in retaining a vibrant economy through encouraging small and medium enterprises and promoting investments.

“The employees of many entities today are faced with multiple challenges such as HIV/AIDS and other medical conditions, financial problems as well as family or socially related challenges and yet they are still expected to be productive at work”. He noted that employees of his Ministry are not immune from such challenges hence the call for drastic measures to be put in place to address these challenges affecting the ministry’s human resource. Dlamini applauded the Government of the Kingdom of Swaziland for the establishment of the Public Sector Wellness Programme (PSHACC) to mitigate the impact of HIV and AIDS, further launching the Wellness Programme and ensuring that every Government department implements the wellness programme within their departments.



Above: a section of employees joining their Hon. Minister in singing the 2022 song during their Wellness Policy Launch.

“There have been numerous successes with regards to this programme within the Ministry and these include the appointment of the Wellness Coordinator and Committee, appointment of peer educators, establishment of physical fitness and provision of all health related services to the employees”, he added. The wellness policy, which has been developed through wide consultations with stakeholders, will serve as a roadmap and official guide to all wellness programmes and activities. “This wellness policy has been developed by the Ministry’s wellness committee and a reasonably wide stakeholder consultation was done hence I stand confident before you all to say this policy represents the interests of the employees of the Ministry of Commerce, Industry & Trade”, assured the Minister.

The Minister then pledged full support for the programme in providing the necessary resources such as funding to carry out activities outlined in the wellness policy. He urged heads of departments to also undergo wellness counselling courses to assist their subordinates where necessary as they are the first people to know about challenges faced by their staff members. Staff members and management were visibly excited about the achievement of this long awaited dream, to have the ownership of this document.

Embracing workplace wellness

The Ministry is embracing workplace health; as a result it launched a Wellness Policy on the 29th September 2014 which is a guide on how the Ministry should handle both infected and affected staff members by giving them the necessary support. The launch of the policy, by the Hon. Minister, marks a new beginning for the Ministry as both Management and staff members have agreed to respect the document when it relates to employee wellness.

The programme conducts regular home visits to staff members who are critically ill and also arranges transport to ferry them to health institutions whenever a need arises. The program also negotiates with health officials to transfer patients’ medication to the nearest clinic especially for TB treatment for easy access. The wellness programme conducts regular wellness forums on various health topics, which are recommended by staff members, to impart information on how they can keep themselves healthy.

In this quarter, the programme has managed to conduct two home visits. Both employees have since fully recovered and are now back at work.

A wellness program on the move

Since inception in the Ministry, the programme has managed to form soccer and netball teams, conducted monthly wellness forums as well as home visits. The teams have been able to competitively participate in the weekly sporting activities as well as PSHACC sports day. This was said by Sarah Ndzinisa, the Ministry’s Wellness Coordinator during the official launch of their Wellness Policy. Ndzinisa said that the committee has been able to do two home visits and further announced that both affected employees were now back at work.



Hon. Minister of Commerce, Industry & Trade Gideon Dlamini encouraging employees of this Ministry during the launch of their Wellness Policy.



NERCHA Executive Director, Khanya Mabuza delivering his speech during the Ministry of Commerce, Industry & Trade Policy Launch.



PSHACC Director Richard Phungwayo delivering his speech during the Ministry of Commerce, Industry & Trade Wellness Policy Launch.

Ministries on the move

Future plans

Ndzinisa said that in the future the programme would like to have a well-equipped Wellness Corner where first aid will be provided to the employees. Furthermore, it would like to have a stand-alone budget to allow the committee to implement its strategic plan to the full. On behalf the programme, Ndzinisa requested Government to implement the proposed medical aid for employees to assist them to take proper care of their lives. “Lastly, the programme plans to establish a Wellness Programme Fund which will assist the committee to run other wellness activities such as buying groceries for employees during home visits,” she said. Present during the launch were NERCHA Director Khanya Mabuza, PSHACC Director Richard Phungwayo as well as motivational speaker Mduduzi Dlamini.



Ministry of Commerce, Industry and Trade Wellness Coordinator, Sarah Ndzinisa

MINISTRY OF NATURAL RESOURCES & ENERGY DEVELOPS ITS WORKPLACE WELLNESS POLICY



Wellness Chairperson of the Ministry of Natural Resources & Energy, Winnie Steward passing her welcome remarks during a policy development workshop for the Ministry.

The Ministry of Natural Resources and Energy is proud and excited to have finished drafting a Ministerial Wellness Policy. Over the years the Ministry implemented Wellness Programmes through guidance from the PSHACC Secretariat like most Ministries. The challenge with so much dependence from the PSHACC Secretariat is that Ministerial Programmes then lack ownership and responsibility.

One of the key requirements for a functional workplace Wellness Programme is to develop and launch a workplace Wellness Policy that is owned by employees of that Ministry and reflect more specific Policy directions for that particular Ministry.

It is for this reason that the Ministry’s Wellness Committee spent a week of sleepless nights at Magadzavane Lodge, away from the offices, to work on developing a Ministerial Wellness Policy and came up with a draft Policy. The Ministry’s Wellness Chairperson, Winnie Steward officially opened the workshop mentioning that Employee Wellness was close to her heart.

“I strongly believe that there are a lot of wellness challenges faced by employees today and as long as I am in this Government, with the support I receive from my superiors, I will leave indelible prints in as far as Wellness is concerned. We will support Wellness Programmes as a Ministry to ensure that our employees are in a position to deliver Public Services efficiently

and effectively.”

The Deputy Director of the Policy and Programme Coordinating Unit (PPCU) Lindiwe Mbingo noted that Wellness is at the heart of productivity and that with a healthy and vibrant labour force, it is possible to reach vision 2022.

The workshop was attended by the Ministry’s Wellness team and PSHACC Programmes Officer Zanele Kunene, amongst others.

This is a very huge leap by the Natural Resources and Energy Ministry and the work done in supporting Employee Wellness within the Ministry is commendable. The Ministry of Public Service through the Wellness Programme has a mandate to render a healthy and productive Public Service. By drafting a wellness policy, the Ministry of Natural Resources and Energy has taken a giant step in assisting the Ministry of Public Service to meet its mandate. Consultations on the contents of the draft Ministerial Wellness Policy are ongoing before it is officially launched. All Government Ministries are expected to have wellness policies as a primary requirement of the Public Sector Wellness Programme.



Above: A group photo of the team that worked on the Ministry’s draft wellness policy.



Above: members of the Wellness committee captured doing group work during their wellness policy development workshop.



Left: Wellness Chairperson Winnie Steward, PPCU Deputy Director Lindiwe Mbingo & PSHACC Programmes Officer Zanele Kunene Captured during the Ministry of Natural Resources & Energy Wellness Policy development Workshop. Right: a section of Committee members captured during group work.



SPORTS ZONE

THE MINISTRY OF ICT SPORTS DAY

The Minister of Information, Communication and Technology (ICT) Hon. Dumsani Ndlangamandla has encouraged employees of the Ministry to engage in fitness activities to keep healthy.

He was speaking when he participated in the Ministry's sports day held at the Prince of Wales grounds in Mbabane in September.

He noted that the Ministry of ICT has a mandate to ensure that its employees are healthy and reproductive at work, which is done through the Wellness Program which falls under the Ministry of Public Service (PSHACC) office.

The Minister did not just encourage participation but led by example as he played volleyball and took part in an aerobics exercise. The events for the day included aerobics, athletics, netball, soccer, volleyball, tug of war, egg and spoon and sack race. Through sponsorships from SPTC and MTN, prizes were given to the best goal keeper, top goal scorer and winners of athletics events. The Best goal keeper for the day was Mcity Gamedze from SBIS while Nkululeko Dlamini from Computer Services was awarded for top goal scorer.

Also present in the activities was the Principal Secretary Sikelela Dlamini, Under Secretary Mr B. Gama and heads of the four departments from SBIS, Library, Computer services and National Archives. Employees were also given the opportunity to get tested through Lamvelase. Indeed this event was a major success.

Objectives of the Wellness Program at ICT

- Reduction of employee absenteeism.
- Promote health and physical fitness activities among workers for a healthy and reproductive workforce - sports.
- To establish behavioral change through motivational sessions and media for both the workers and the community at large
- Increase morale among workers through stigma removal towards the HIV infected and affected
- To encourage positive living to the employees



Hon. Minister of ICT Dumisani Ndlangamandla addressing employees of his ministry on the importance of physical wellness and work performance during the Ministry's Sports day where he partook in most of the games.



A section of employees of the Ministry of ICT enjoying aerobics session during their sports day.



Above from left: Ministry of ICT Under Secretary Bhekithemba Gama (left) with the Hon. Minister of ICT, Dumisani Ndlangamandla captured during the Ministry's Sports day.



Above: the Hon. Minister of ICT (Holding the ball) captured in action during a volleyball game at the Prince of Wales Stadium during the Ministry's sports day.

SPORTS ZONE

Public Sector Wellness & Sports Day



Above from right: PS Public Service, Evert Madlopha, Hon. Min. Public Service Patrick Mamba P.S. Ministry of Tourism, Emmanuel Dlamini & Under Secretary Public Works & Transport, Nanikie Mnisi working out during aerobics session at the Sports Day.

It was another day of fun and games for Public Servants during the Public Sector Wellness sports day held at the Somhlolo National Stadium.

The games were officially opened by the Honourable Minister of Public Service Mr Patrick M. Mamba who assured Public Servants that the Ministry is engaged in a number of strategies aimed at improving the quality of public services through rendering a healthy and productive Public Service.

The Minister applauded Public Servants for the commitment they show in taking care of their health. The Public Sector Wellness and Sports day is one of the most loved activities of the Wellness Programme by Public Servants. This year's Sports day saw a great turn-up of Public servants who exhibited a lot of energy and enthusiasm on the day.



Left: Hon. Minister of Public Service Patrick Mamba and P.S. Public Service Evert Madlopha looking sweaty after exhausted after the aerobics session during the Public Sector Sports day.

The event kicked off with a march from the Gables Shopping centre to the Somhlolo National Stadium led by the Honourable and the Public Service Principal Secretary Evert Madlopha. The Honourable Minister together with the Principal Secretary joined Public Servants in an aerobics exercise prior to the official opening of the event.

This was a fun-filled day featuring a number of games including soccer, netball, volleyball, 4x100 relay, tug-of-war and the apple eating game. Ministries attended and participated in numbers. The participation of Government Ministries in these games is really commendable and due appreciation goes to Management teams within Government for supporting Wellness matters pertaining to physical fitness.

Other senior Government Officials who attended the Wellness day include the Principal Secretary of the Ministry of Tourism and Environmental Affairs Emmanuel Dlamini, Under Secretaries from the Ministry of Information, Communication and Technology, Ministry of Sports, Culture & Youth Affairs, Ministry of Public Works & Transport, representatives from the Umbutfo Swaziland Defence Force, Royal Swaziland Police and His Majesty's Correctional Services.



Left: Aerobics instructor Seneliso Nkambule leading Public Servants in an aerobics session during the Public Sector Sports day at the Somhlolo National Stadium.



Above: a Soccer team of PSHACC members captured before a game during the PSHACC Wellness day at the Somhlolo National Stadium.

PHOTO GALLERY



Representing the Honorable Minister of Public Service, Mr. Felton Mhlongo delivering the Hon. Minister's speech during the 2014 Public Sector Wellness Symposium.



From left: Mr. Felton Mhlongo with Eunice Vilakati watching the proceedings at the 2014 Public Sector Wellness Symposium.



From Left: USDF Wellness Coordinator Tsembeni Magongo with the Wellness Chairperson from the Defense Ministry captured looking relaxed during the Wellness Symposium .



From left: Gugu Nsibandze, MPWT Wellness Chairperson Nanikie Mnisi, & Joy Mnisi captured during the 2014 Wellness Symposium at the Royal Swazi Convention Center.



Above: PSHACC Director, Richard Phungwayo delivering his speech on Wellness Programme and background on the 2014 Wellness Symposium at the Royal Swazi Convention center.



Above: Employees from the Ministry of Public Service seemed to be enjoying themselves during the 2014 Public Sector Wellness Symposium.



Above From left: Programme Director for the Night Senzo Malaza, MoPS Wellness Coordinator Dudu Ndzinisa & PSHACC Programmes Officer, Zanele Kunene.



Above: employees from MVA captured relaxed and enjoying the proceedings during the Wellness Symposium at the Royal Swazi Convention Center.



Above: Employees from Old Mutual listening attentively to some of the presentations rendered on the night of the Wellness Symposium.



Left: on the right, Wellness Coordinator from the Defense Ministry Ndzinisa captured with his colleagues at the Royal Swazi Convention center during the Public Sector Wellness Symposium.



Left: Employees from SIMPA listening to the presentations made on the night of the Wellness Symposium at the Royal Swazi Convention center.



PSHACC Director and the entire PSHACC Secretariat captured during the Wellness Symposium at the Royal Swazi Convention Center.



PSHACC Secretariat Main Office
P. O. Box 170
Office
Mbabane, H100
(PSHAC)
Located in Matsapha, SIMPA Premises
Along UNISWALozitha Road.
Tel: 2518 6229, 2518 4907 Fax: 2518 5850

Mbabane Offices
Ministry of Public Service

Public Sector Wellness Program (PSHACC)

Ground Floor Ministry of Finance Building, Off No.17
P. O. Box 170 Mbabane, H100
Tel: 2404 3521, 2404 2927 Fax: 2404 5379
www.gov.sz

Nhlangano Office
Tinkhundla Offices, Opp NERCHA

Public Sector Wellness Program

P. O. Box 170 Mbabane, H100
Tel: 2207 9920