

DIOCESE OF GRAHAMSTOWN
TSHWARANANG RESOURCE CENTRE
REPORT : QUARTER ENDED 30 SEPTEMBER 2008

Human Resources

It is common knowledge that an organization's greatest assets is its people and are critical to the future its growth. The head of the Computer Programme tendered her resignation and her last working day would be the 7 October 2008. She has taken up employment with the South African Police Service. The exit interview conducted revealed that she was leaving for better prospects. Her departure will certainly place an extra burden on the junior instructor and we need to quickly find a replacement.

We have already interviewed a prospective instructor and she seemed reluctant to take up this position precisely because of the low stipend we offer. We are however in contact with her and hopefully she will help us up to the end of the year. I have repeatedly reported on the unattractive salary structures which influence employees to look for greener pastures. Unless something is done we will always have a high staff turnover.

Staff Development

We are committed to providing education and training to our staff so that they can do their work efficiently. Two staff members attended a Community Facilitator's course. This course is a must for Community workers and is recognized by the South African Qualification Authority.

Adequate Compensation

Whilst we recognize that financial benefits are not the only motivators of staff performance, the stipend payable to our staff are not equitable to those of their counterparts. It is needless to mention that fair and reasonable rewards are essential and very good for good morale. Unless we improve staff remuneration we will not be able to control the high staff turnover.

Financial Management

The Centre has sound financial controls. These controls have resulted in us getting unqualified Audit report for the 2007 financial year.

REPORT ON PROGRAMMES

HIV/AIDS

Training

The need for people to be capacitated with knowledge around issues of HIV/Aids and basic nursing care cannot be overemphasized. Therefore volunteers carrying out these duties have to be adequately trained. It is for this reason that we continuously train them on the aspects mentioned above.

During this period 15 volunteers were trained on home based care. The training covered the following topics:

1. Infections

- Sexually transmitted infections
- Human immune deficiency various
- Social factors influencing transmission of various
- Consequences of sexually transmitted infections and HIV/Aids
- Precaution to reduce exposure



2. Wound care

3. Pressure sores

4. Tuberculors

5. Personal hygiene

6. Feeding and nutrition

7. Death and dying

8. Care and support of care workers

We believe strongly that the information gathered from the training would enable trainees to do their work professionally.

Graduation

Trainees completed the course and graduated on the 1 August 2008. The ceremony was graced by the presence of management committee members Rev. Themba Mdedelwa and Johannes Hardnick. Rev Themba in his address said “Home based care service has become more important these days precisely because of the limited



human resources in the Health sector. Because you have chosen to serve God’s people in this fashion, I urge you to be professional in your work” The trainees felt very much encouraged by Rev. Mdedelwa’s inspiring words and pledged to carry out their work with more vigor.

Lay Counseling

Volunteers, in the course of their work, are confronted with exceptional challenges like for example family members not accepting the positive status of the sick members and some being emotionally stressed by the health condition of their members. Care workers sometimes find it difficult to handle these cases. To enable them to deal with these cases they have to be trained in lay counseling.



With the assistance of Masimanyane we secured the services of a Clinical Psychologist to train 15 senior caregivers on lay counseling. The course covered the following topics:

- Interviewing, Attending and listening skills
- Aggression Conflict Management
- Trauma and Critical Incident Debriefing
- Understanding Child Development
- Bereavement Therapy with Children
- Cultural Understanding of Domestic Violence
- Cultural Understanding of Adolescents



We believe that this of training has enabled our care workers to handle all kinds of stress. Furthermore care workers that have not been trained will enlist their services when confronted with complicated cases. We wish to express our sincere thanks to Masimanyane Woman Support Centre for financing the services of the Clinical Psychologist.

Promotion of condoms

Condom promotion is one of the strategies we use in the reduction of new HIV infections.

Because the youth is more susceptible to practicing unprotected sex, we use youth groups to promote the use of condoms. We concluded a partnership agreement with Sterkstroom Youth group for the distribution of condoms. They deliver condoms in places that are frequented by youth. The newly appointed Drug Abuse officer, Noma-Afrika, is leading this campaign.



Partnership with American Embassy

We have entered into a partnership agreement with the American Embassy. In terms of the agreement the embassy would support our HIV/Aids Programme. The small grant would be used for training and incentives for care workers. The final agreement would be signed in October. We wish to thank the Embassy staff particularly Maja Patin for her role in having the Embassy undertaking to support this programme.

STATISTICS ON HOME BASED CARE PROGRAMME

Total No. of patients HBC / Palliative	874
No. of New Patients receiving HBC / Palliative	48
No. of Positive Patients receiving HBC	87
No. of Positive Patients on ARV Treatment	51
No. of Positive Patients screen for TB	54
No. of Patients on Pill Count	135
No. of Patients on ARV	45
No. of TB Patients referred for ARV Treatment	12
No. of Patients referred VCT	20
No. of Patients suffering from:	
➤ Cardiac	78
➤ Epilepsy	92
➤ Cancer	82
➤ Acute Arthritis	91
➤ Asthma	79

DEATHS: 37

COUNSELLING Females: 164 males 72

PARALEGAL

This division is charged with the duty of ensuring that people freely enjoy their human rights. It plays a leading and supportive role in ensuring that people's rights are not infringed upon. Consequently during this period it handed various cases as reflected in the schedule hereunder.

Nature of the case	No. of case
School fees exemption	19
Amendment of birth registration	3
Population registration	2
Social Relief of distress	9
Forester care grant	6
Emotional abuse	3
Unfair dismissal	5
Consumer law	4
Maintenance	3
UIF Pension Benefit	5
Civil Dispute	1
Disability grant	4
Child Support grant	2
Poor Relief	1
Physical abuse	1
Contract repudiation (success)	2

INTERESTING STORY

Selina Dlakavu entered into an agreement with Quality Furniture and Hardware for the purchase of roofing material. In terms of the agreement Selina would make periodical payments towards settlement of the account and the last payment to be made in September 2008. Indeed she tendered the last payment on the 3 September 2008.

After the final payment was made she was advised to make an extra payment of R585 because of the rising cost of timber. This clause was not contained in the original contract and therefore the seller had no legal claim against the purchaser. The paralegal division took this matter up on behalf of the purchaser. It was further discovered that she had been charged an extra R30.00 on the original contract price. This matter was also brought to the seller's attention. After discussions with him, he agreed that he did not have a legal claim and undertook to right off the extra R585.00 and refund the R30.00 over charged.



Selina was saved a sum of R615.00 which was not due to the seller. After the goods were delivered she came to the office and had this to say” I am very thankful to Zoleka for assisting me to hold Quality Hardware to the terms of the contract. I am beginning to wonder how many people they have deceitfully overcharged. I am unemployed and the last payments were paid out of my little severance package. I would not be able to pay the fees of a legal practioners to have this case settled so quickly. Please continue helping us because we are vulnerable to this dishonest people”

Drug Abuse

The increase in the use of drugs in schools prompted us to intensify education on drug abuse and awareness campaigns. The target has not only been learners but also out of school youth. During the period under review 437 people were educated on:

- Drug and Alcohol abuse
- Drug abuse and HIV/Aids

The schedules hereunder reflects the education and campaigns in the magisterial district of Sterkstroom.

Drugs & Alcohol abuse awareness**Period 11-14 August 2008 Peer educator: Noma-africa magodongo**

Date	Name of Institution	Place	Activity done	No of Learners
11/08/2008	Masakhe primary school	Sterkstroom	Revision on intro to drugs and alcohol abuse	28
12/08/2008	Masakhe primary school	Sterkstroom	Revision on Intro to drugs and alcohol abuse	30
13/08/2008	Masakhe clinic	Sterkstroom	Intro to Drugs & Alcohol abuse	26 parents
14/08/2008	We were called to a meeting by the social development, planning to do a door to door campaign on drugs and alcohol abuse which leads to domestic violence. An exact date was not set though.			
25/08/2008	Sterkstroom school	Sterkstroom	Alcohol awareness(Gr8)	30
26/08/2008	Sterkstroom school	Sterkstroom	How substance abuse can lead to HIV/Aids (Gr8)	31
27/08/2008	Sterkstroom school	Sterkstroom	How substance abuse can lead to HIV/Aids	30
01/09/2008	Sterkstroom school	Sterkstroom	How substance abuse can lead to teenage pregnancy (Gr8)	30
02/09/2008	Masakhe primary school	Sterkstroom	How substance abuse can lead to HIV/Aids (Gr7)	28
03/09/2008	Masakhe primary school	Sterkstroom	How HIV/Aids can lead to teenage pregnancy	28
09/09/2008	Masakhe Clinic	Sterkstroom	How alcohol can lead to domestic violence	32
10/09/2008	Ikwanca old aged-home	Sterkstroom	Education on drugs	20
11/09/2008	Attended a Ward Aids Council meeting in Molteno			
15/09/2008	Sterkstroom school	Sterkstroom	Introduction to substance abuse (intermediate phase)	62
16/09/2008	Sterkstroom school	Sterkstroom	Education on HIV/Aids (intermediate phase)	62
17/09/2008	Sterkstroom school	Sterkstroom	Education on rape and child abuse (intermediate phase)	
18/09/2008	Meeting with the local councilor requesting a building to work in			
22/09/2008	Attended a workshop at the home based care centre on quality assurance in health care.			
23/09/2008				
24/09/2008				
25/09/2008	Meeting with the social development about coming up with a skills development Programme.			

OVC Programme

The issue of orphans and vulnerable children is still a great concern for us. Many households are experiencing poverty and vulnerability as result of the pandemic. Although the government is doing everything to address HIV/Aids, the impact on children is far greater than those responses. Consequently as faith based organizations, we have a duty to ensure that the government protects and provide basic social services to these children and sensitize the business people about their challenges.

Because our people are ignorant of the available state assistance, our care workers visit their homes and record their challenges and further provide advice. The statistics hereunder shows the extent of the challenges faced by these families:

Orphans and Vulnerable Children Statistic Report Item Ward 22-25**Gender Disaggregation of Beneficiaries**

	Male	Female	Total
Total number of new OVC households the OVC caregivers has recruited in this month	24	40	64
Total number of OVC households the OVC caregiver is working with this month	12	16	28
Total number of new OVC the OVC caregivers has recruited this month			
Total number of OVC visited by the OVC caregiver this month	313	80	393
Total number of OVC visited by the caregiver at least twice a month	39	29	68
Total number of OVC visited once or not visited at all this month	180	141	321
Total number of OVC under your care that have dropped out of the program due to death and other reasons this month (de-registration form filled in?)			4

Gender Disaggregation of Beneficiaries

Report Item Ward 18-21	Males	Female	Total
Total number of new OVC households the OVC caregiver has recruited in this month			2
Total number of OVC households the OVC caregiver is working with this month	186	187	373
Total number of OVC the caregiver has recruited this month	3	8	11
Total number of OVC the OVC caregiver has this month	260	240	500
Total number of OVC visited by the Caregiver at least twice a month	319	450	769
Total number of OVC visited once or not visited at all this month	–	–	–
Reasons why some OVC visited were not visited at least twice this month:			
Total number of OVC under your care that have dropped out of the program due to death and other reasons this month (de-registration form filled in?)	4	7	11

Donation by MH Stone

The plight of these children is always raised with the business sector of Queenstown but the response is very slow. However HM Stone Company responded positively by donating clothes and food parcels for the most vulnerable children. Forty Eight children benefited from this donation

Garden Project

Many households are affected by acute poverty and often need to sustain their families. The effect of HIV/Aids contributes largely to the high levels of poverty.

Our garden project therefore seeks to increase the ability of these households to providing adequate and nutritious food for their families by promoting vegetable gardens. Although it is not easy to get them started, there are those who have heeded our calls.



Those starting with gardens are provided with seedlings and fertilizers. The photographs hereunder show two young men who have heeded our calls and are beginning to reap the fruits of their hard work. Both are living with HIV/Aids. These gentlemen were asked to comment on their good work and had this to say “With the help from Tshwaranang we are now able to feed our families.

It is not only our immediate family members that benefit but also our extended family members. We have a duty to encourage them to start their own gardens so that they can sustain their families. The produce has also saved us some money which we now use for other households necessities. We urge Tshwaranang to continue with the good work”

The schools we have partnered with are also doing good work. Indigent children enrolled in these schools benefit from the garden yield.

Computer Programme

This division is entrusted with the duty of educating the previously disadvantaged youth and adults in computer skills. Our intention is to enhance the lives of our people so that they are marketable. During this period thirty (30) learners completed their training. One (1) learner has been placed in employment.

Serkspruit Project

The Sterkspruit project will soon be running. Burglar proofing has been completed but the electricity connection is still to be done. The municipality is delaying with the connection of the cable. Separation of electrical works from the church had also taken sometime because the computer room electrification had to be redone and upgraded. As soon as the cable is connected computers would be installed. Thanks to H.O.P.E Africa and Council of Churches for supporting this project.

Z. Ntlale
Centre Co-ordinator