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## BACKGROUND

In the past three years, many of South Africa's largest and most prominent private sector companies have announced and launched HIV/AIDS workplace HIV/AIDS treatment programmes. Evidence about the success these companies have had in enrolling employees in their care and treatment programmes and putting them onto antiretroviral therapy (ART), however, has been fragmented and anecdotal.

### Objectives

The objectives of this study were to determine:

1. What proportion of employees at the largest private sector employers have access to HIV/AIDS care and treatment, including ART
2. How many employees are enrolled in HIV disease management programmes
3. How many are receiving ART
4. Which approach to the financing and delivery of care is proving most successful at reaching eligible employees.

### Four Models of HIV/AIDS care and treatment provided by South African companies

**Model 1. Employer Provider.** The employer internally finances and delivers treatment and care for HIV-positive employees. The company may use either a "closed" medical scheme, company clinic facilities, or a combination of the two.

**Model 2. Medical Aid Scheme.** Employers subsidise medical aid scheme premiums for employees who choose to make the co-payment. Most medical schemes contract with a disease management programme (DMP) to handle the treatment and care of HIV-positive members. Medical aid scheme members must typically enroll separately in the DMP (i.e. enrollment is not automatic).

**Model 3. Independent Disease Management Programme (DMP).** A specialized HIV/AIDS disease management company is contracted by an employer to manage the costs and treatment of HIV-positive employees, independent of whatever medical aid scheme may be available.

**Model 4. Clinic Provider.** External treatment and care provider (clinic) is contracted by the employer to provide HIV-related services either at the workplace or at an outside clinic.

Each of these models involves some level of financial cost to the employer. How effective the different models of care and treatment have been in enrolling HIV-positive members and providing high quality care and treatment has rarely been communicated by providers or purchasers of the services.

## METHODS

In the second half of 2004, we conducted a brief telephone survey of the largest private sector employers in South Africa. All private and parastatal companies with 6,000 or more permanent employees were included in our population. Of the 64 companies in our study population, 52 companies with a combined workforce of 941,749 employees agreed to participate.

## RESULTS

### 1. Characteristics of companies surveyed and access to treatment.

Roughly half of the companies surveyed (n = 25) make ART available to all permanent employees. Coverage of HIV/AIDS treatment access varied by industry.

Among these companies, 63% of employees had access to employer-sponsored care and treatment for HIV/AIDS. Access varied widely by sector: almost all employees in the mining and financial services sectors had access, while only 37% in the retail sector had access.

Industry	No. of companies surveyed	Total no. employees	No. (%) making ART available to all employees	No. employees with access	% of employees with access
Retail	14	157,100	3 (21%)	83,939	37%
Mining	12	313,915	8 (75%)	273,919	90%
Manufacturing	7	64,200	5 (71%)	55,600	80%
Financial services	6	133,434	6 (100%)	133,434	100%
Community, social and personal services (CSPS)	4	78,400	0 (0%)	8,760	13%
Transport, storage, and communication (TSC)	4	145,000	2 (50%)	130,660	74%
Construction	3	31,500	0 (0%)	8,080	51%
Agriculture	2	18,200	1 (50%)	2,875	59%
Totals	52	941,749	25 (48%)	697,267	63%

### 2 & 3. How many employees are enrolled in HIV disease management programmes and how many are receiving ART

More than 4% (26,010) of employees were enrolled in a HIV disease management programme and 0.7% (4,000) of employees in the entire sample were receiving antiretroviral therapy.

Industry	Number of companies reporting uptake	Number of employees	Number of employees in HIV DMP	% of employees in HIV DMP	Number of employees on ART	% of all employees on ART
Retail	3	44,900	70	0.20%	52	0.10%
Mining	9	275,300	24,066	8.70%	2,954	1.10%
Manufacturing	4	36,700	Insufficient data*	n.a.	518	1.40%
Financial serv.	4	112,500	910	0.80%	330	0.30%
CSPS	0	n.a.	n.a.	n.a.	n.a.	n.a.
TSC	3	119,000	824	0.70%	6	0.00%
Construction	0	n.a.	n.a.	n.a.	n.a.	n.a.
Agriculture	2	8,475	140	1.70%	48	0.60%
Total	25	596,875	26,010	4.40%	3,908	0.70%

### HIV Prevalence

In order to analyse the enrolment rates of HIV-positive employees in HIV disease management programmes and on ART, we asked if the respondent's company had estimated the prevalence of HIV amongst its employees. Thirty-four of the surveyed companies had estimated the prevalence of HIV amongst its employees, and 27 were willing to disclose the results. The average prevalence of HIV infection at the 27 reporting companies was 15.2%.

### 4. Which approach to the financing and delivery of care is proving most successful at reaching eligible employees.

27% of suspected HIV-positive employees were enrolled in HIV disease management programmes. In-house (Model #1) and independent (Model #3) disease management programs achieved higher uptake of services than did medical aid schemes (Model #2). No companies contracted with a clinic provider to deliver treatment services.

Variable	Model #1 Employer Provider	Model #2 Medical Aid Scheme (all employees covered)	Model #3 Independent DMP	No programme: (partial coverage through medical scheme)	Totals
Number and proportion of companies reporting HIV prevalence, DMP enrollment, and ART rates	9 (100%)	5 (50%)	6 (60%)	3 (13%)	23 (44%)
Number of employees at companies reporting HIV prevalence, DMP enrollment, and ART rates	273,424	249,545	97,474	30,800	651,243
Estimated HIV prevalence	19.40%	4.90%	9.80%	14.30%	15.2% (weighted)
Inferred number of HIV-positive employees	53,044	12,228	9,552	4,404	98,989
Number of HIV-positive employees enrolled in DMP	23,332	1,690	1,136	376	26,534
Proportion of estimated HIV-positive employees enrolled in DMP	44.00%	13.80%	11.90%	8.50%	26.80%
Proportion of estimated HIV-positive employees receiving ART	5.10%	2.70%	6.80%	1.70%	3.80%

## CONCLUSIONS

1. While there is a high level of access to treatment, uptake of services is low and only a fraction of employees medically eligible for antiretroviral therapy are receiving it.
2. Publicity by large employers about their treatment programmes should be interpreted cautiously. The extent of the current private sector contribution to national treatment goals is less than the limited media coverage might lead us to believe. The notion that business will play a significant role in meeting national and international treatment goals is uncertain.