

SANAC NEWS



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IN THIS ISSUE

World AIDS Day Commemoration - Equal Rights, Equal Care.....	1-3
- Karabo Makgato & Nelson Dlamini	
The launch of a Provincial Plan by the Eastern Cape Chapter of the Global Alliance to End AIDS in Children by 2030.....	4-5
- Simangaliso Motsepe	
Rotary Family Health Days and the Launch of World AIDS Day Theme in Rustenburg.....	6-7
- Karabo Makgato	
Biennial Men's Parliament & Dissemination of Better Men 4 Tomorrow Campaign.....	8-9
- Karabo Makgato	
Unlocking Access and Overcoming Barriers to Injectable ARVs for All.....	10-11
- Karabo Makgato & Gertrude Mngola	
Launch of the Sedibeng District AIDS Council.....	12-13
- Simangaliso Motsepe	
North West Becomes the First Province to Establish its Private Sector Forum.....	14-15
- Nelson Dlamini	
In Pictures.....	16
-	
The HR Hangout.....	17-18
- Nelson Dlamini	

World AIDS Day Commemoration - Equal Rights, Equal Care

- Karabo Makgato & Nelson Dlamini



SANAC Chairperson, Deputy President Paul Mashatile, delivering the keynote address at the official Commemoration of World AIDS Day 2024.

On 01 December 2024, Deputy President Paul Mashatile, in his capacity as the Chairperson of the South African National AIDS Council (SANAC), led the official commemoration of World AIDS Day event, at the Sisa Dukashe Stadium, Mdantsane Township, East London, in the Eastern Cape Province.

Commemorated annually across the globe in solidarity with the millions of people living with HIV, World AIDS Day is observed with the aim of raising awareness about the status of the epidemic, with a view to encourage HIV prevention, treatment, and care.

Continue on p.2



2024 World AIDS Day Commemoration.

The 2024 World Day Commemoration was hosted under the theme, **‘Equal Rights, Equal Care’**, is a call for equal, equitable and dignified access to healthcare for all South Africans regardless of their economic status, gender, race or sexuality. In line with the Global Theme, **‘To Protect Everyone’s Health, Protect Everyone’s Rights’**, South Africa joined the global community in anchoring the World AIDS Day 2024 commemorations, on the protection of everyone’s right to receive universal access to quality health care for all its citizens. This is in line with the principles of the newly enacted National Health Insurance (NHI) model, which is a transformative policy aimed at addressing the inequalities in South Africa’s healthcare system.

“As a United Nations member state, South Africa is committed to improving the quality of life for our citizens. Over the past years, the country has made significant strides in addressing the HIV and AIDS epidemic. There have been many scientific advances in treatment and antiretroviral therapy, which have allowed people to live long and productive lives. Scientists are optimistic that improved treatment options can enhance prevention, and they are actively working on a cure and vaccine”, the Deputy President said.

South Africa remains the epicentre of HIV and is among those with the highest TB burden. There are nearly 8 million people living with HIV, and TB remains the leading cause of death, claiming around 56,000 lives a year. HIV is prevalent among young people, especially adolescent girls and young women between the ages of 15 and 24, with a weekly record of 1,300 new cases. The infection rate among boys of the same age, however, is almost three times less, meaning girls are more vulnerable to HIV infection.

Providing a message of support, SANAC Civil Society Forum (CSF) Chairperson, Mr Solly Nduku said, “as a country, we have made immense progress in the AIDS response, but we are not there yet as HIV infections continue to disproportionately affects our young women and girls in all their diversity. We need to ensure that through targeted programmes for young women we address the large disparities that still exist between young women and young men”.

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Speaking on the theme in his keynote address, Deputy President Paul Mashatile said Equal Rights, Equal Care emphasised the intrinsic dignity and worth of every individual who is impacted by HIV.
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Speaking on the theme in his keynote address, Deputy President Paul Mashatile said Equal Rights, Equal Care emphasised the intrinsic dignity and worth of every individual who is impacted by HIV/AIDS. It demands a decisive halt to discrimination, stigma, and injustices that persistently obstruct our advancement in combating this epidemic. It is important that everyone living with HIV/AIDS has access to excellent medical care, treatment, and support programs”.

Mr Nduku further stated that, “together we must address Gender-Based Violence, a driver of HIV infection, we must support and find resources for community responses that address harmful cultural gender norms, mandate access to sexual and reproductive health services and rights, access to Comprehensive Sexuality Education in and out of schools and increased economic empowerment for women and girls”.

On Saturday, 30 November 2024, a day leading up to the official commemoration, the in-country coordinator for Global Alliance (GA) to End AIDS in Children by 2030 and key partners participated in the launch of the Eastern Cape Provincial Global Alliance to End AIDS in Children by 2030, led by Ms. Humile Mashatile, in her capacity as Patron of the Global Alliance as part of the build-up activity of WAD 2024. The launch took place at the Masizakhe Child and Youth Care Centre in Buffalo City, Mdantsane in East London.



Treatment Action Campaign (TAC) and Allied Civil Society Organisation handing over a memorandum to Deputy President Paul Mashatile.

Another key activity that took place earlier in the day prior to the official commemoration of World AIDS Day was a march organised by Treatment Action Campaign (TAC) and allied civil society organisations which saw scores of demonstrators march from Sihlangule Best Bake through the streets of Mdantsane to the Sisa Dukashe Stadium to hand over a memorandum of demands asking for people living with HIV to receive a six-month supply of antiretroviral (ARV) medicine at a time amongst other things.

The memorandum was received by the chairperson of the South African National AIDS Council, Deputy President Paul Mashatile, and the Minister of Health, Aaron Motsoaledi. “More than six million people across Africa are already getting a six-month supply, with good retention and viral suppression outcomes, so why not here in South Africa where we have the biggest HIV burden in the world?” read the memorandum.



March organised by TAC and Allied Civil Society Organisation and the greater PLHIV Sector representatives.

The launch of a Provincial Plan by the Eastern Cape Chapter of the Global Alliance to End AIDS in Children by 2030

- Simangaliso Motsepe

As part of the build-up activities to mark 2024 World AIDS Day Commemoration, the in-country coordinator for Global Alliance (GA) to End AIDS in Children by 2030, the South African National AIDS Council (SANAC), UNICEF, UNAIDS and other key stakeholders joined the Eastern Cape AIDS Council (ECAC) and the provincial Health department to the launch of a Eastern Cape GA Plan.

Themed **"Growing Up Healthy, Safe, and Smart,"** the multi-sectoral launch of the Global Alliance took place on 30 November 2024 in Masizakhe Child and Youth Care Centre in Mdantsane and was presided over by Eastern Cape Premier Hon. Oscar Mabuyane, Provincial Health MEC, Ms Ntandokazi Capa, and the Patron of the South African Chapter of the Global Alliance, Ms Humile Mashatile.



Ms. Humile Mashatile, the Patron of the South Africa Chapter of the Global Alliance to End AIDS in Children by 2030.

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The Eastern Cape province is one of the three provinces in the country with the highest number of HIV infections in the country, as such the provincial launch of the GA is vital.

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Global leaders first declared the Global Alliance (GA) for Ending AIDS in Children by 2030 during the International AIDS Conference in August 2022 in Montreal, Canada.

Addressing the HIV-related requirements of children, adolescents, pregnant and lactating mothers is a crucial unresolved issue in the global effort to eradicate the AIDS epidemic as a public health threat by 2030.

South Africa faces a high burden of HIV infection rates, particularly among children and young people, the country has the largest number of children living with HIV in the world, approximately 160,000. About 45,000 children are currently not on treatment, which is a serious concern. The Eastern Cape province is one of the three provinces in the country with the highest number of HIV infections in the country, as such the provincial launch of the GA is vital.

Other key objectives that underpinned the GA launch in the Eastern Cape included the need to assess and address inequalities in partner countries to spur action at the national, provincial government and community levels, to advocate and mobilise global leadership, political commitment, and resources for urgent action to address inequities and end AIDS in children. Speaking at the launch, the South African GA Patron Ms Humile Mashatile said, “The children’s sector has continued to play a vital role at the community level, advocating for and mobilising action to eliminate HIV

transmission among children and adolescents. Addressing HIV prevention and management requires a comprehensive approach that considers the broader social challenges, including the high prevalence of unintended pregnancies among adolescents and young people of childbearing age.”

The work of the Global Alliance is aligned to four pillars:



Early testing and optimized comprehensive, high-quality treatment and care for infants, children, and adolescents living with HIV to achieve universal coverage of ART and viral suppression.



Closing the treatment gap for pregnant and breastfeeding women living with HIV and optimizing continuity of treatment towards the goal of elimination of vertical transmission.



Preventing new HIV infections among pregnant and breastfeeding adolescents and women.



Addressing rights, gender equality, social/structural barriers that hinder access.

Towards the end of the programme, Ms. Mashatile, handed over donations to the Masizakhe Child and Youth Care Centre made by Anglo American, Cipla, and other donors. The donations included, among others, t-shirts, sanitary pads and three 75-inch TV sets.



The Launch of the Eastern Cape Global Alliance to End AIDS in Children by 2030.



The GA Patron Ms. Humile Mashatile (second from left) pictured with members of the GA Technical Working Group.

Rotary Family Health Days and Launch of World AIDS Day Theme in Rustenburg

- Karabo Makgato



The Minister of Health (second from right), led the launch of the World AIDS Day Theme during the Rotary Family Health Days event in Rustenburg, North West.

On Friday, 14 November 2024, the Minister of Health, Dr Aaron Motsoaledi led the annual Rotary Family Health Days (RFHD) outreach to the peri-mining communities of Rustenburg.

Held at the Simunye Residence sports ground in Freedom Park, the RFHD campaign is a public-private partnership between government (specifically, SANAC, Rotary International and various organisations and stakeholders) aimed at bringing a comprehensive package of free primary and specialised health services to underserved communities across the country for three to five consecutive days during the month of October or November every year.

The strategic partnership of the private/public sector partnership in the implementation of the 2023 – 2028 National Strategic Plan (NSP) on HIV, TB and STIs.

The 2024 instalment of the annual RFHD programme was hosted in partnership with various stakeholders in the sector including Rotary Action Group for Family Health & AIDS Prevention, National Department

of Health, the South African National AIDS Council (SANAC), Rustenburg Impala mines together with the provincial and local government departments in the province.

Freedom Park became the epicentre of community health services where a package of health services were rendered at the venue to community members in attendance.

“As part of the day’s proceedings, the Minister of Health as delegated by the SANAC Chair Deputy President Paul Mashatile, officially unveiled the South Africa theme for the commemoration of World AIDS Day 2024, “Equal Rights, Equal Care”.

These services included, amongst others, screening and testing for HIV, TB, diabetes, cancer as well as children immunisation services, condom distribution and many more.

Delivering his keynote address to a fully packed marquee, the Minister of Health Dr Aaron Motsoaledi said, “North West is among provinces that are on the verge of achieving 95-95-95 targets. As it stands, we need to enrol 45 000 people on ART to attain the 2nd 95 and subsequently the 3rd 95. Out of this figure, 24 395 are men and 2 635 are children under 15 years of age.

I believe that as stakeholders were providing healthcare services in various municipal wards, they were able to encourage individuals to know their status, link them to appropriate care, and re-engaged those who had stopped taking ART”.

The minister took an opportunity in his speech to challenge the province and its stakeholders to ensure that friendly healthcare services are provided to communities with a special focus to children, youth and men, so that these 45 000 people are tracked, traced, linked to care and retained in care. That is the only way we can achieve our targets of attaining the 95-95-95 targets, said Dr Motsoaledi.



WAD Theme Launch at RFHD in Rustenburg

As part of the day’s proceedings, the Minister of Health as delegated by the SANAC Chair Deputy President Paul Mashatile, officially unveiled the South Africa theme for the commemoration of World AID Day 2024, “**Equal Rights, Equal Care**”. This theme advances equality and fairness for everyone regardless of gender, age, sexuality, ethnicity or HIV status.

The theme also addresses issues of stigma and discrimination which remain a barrier against the country’s efforts to the triple threats of HIV, TB and STIs. In the words of the UNAIDS Executive Director, “Stigma and discrimination obstruct HIV prevention, testing, treatment and care, and

hold back progress towards ending AIDS by 2030”, said the minister. Since 2020, the Rotary Family Health Days initiative has been used as a launchpad for the unveiling of the official World AIDS Day country theme. The theme guides the country on how to best commemorate World AIDS Day in a unified and coordinated manner. It also unites people behind the country’s efforts in response to HIV, as well as in showing support for people living with HIV, and in remembering those who have perished from AIDS-related illnesses.

Biennial Men's Parliament & Dissemination of Better Men 4 Tomorrow Campaign

- Karabo Makgato

The Men's Sector of the South African National AIDS Council Civil Society Forum (SANAC CSF) in partnership with the National Men's Forum South Africa, SAfAIDS, and various stakeholders working with men and boys, hosted the biennial National Men's Parliament on 6 to 7 December 2024 at Parow Municipal Chambers in Cape Town.

The significance of the 2024 sitting was the dissemination of the Better Men 4 Tomorrow Campaign launched by the SANAC Chairperson Deputy President Paul Mashatile during the commemoration of World AIDS Day on 01 December in East London. The Campaign forms part of the Men's Sector contribution towards the country's efforts in finding and linking 1.1 million men who are not on HIV treatment. With bold targets aligned with HIV prevention and the promotion of health-seeking behaviour, the Campaign also seeks to mobilise men to be champions of change against gender-based violence and femicide.



Mr. Mabalane Mfundisi, SANAC CSF National Coordinating Committee member

Better Men 4 Tomorrow Campaign, among other things, aims to establish a coherent network of change agents that seek to advance men's health across South Africa. It calls upon all adolescent males and adult men to seek health services and learn about their HIV status and general well-being. Furthermore, this campaign will bring health services to places where men congregate most, such as sporting events and traditional gatherings.

Addressing the sitting in his capacity as the Chairperson of SANAC, Deputy President Paul Mashatile said, "we remain committed to supporting all initiatives put forward by men's organisations to mitigate the impact of Gender-Based Violence and Femicide (GBVF).

Cases of Gender-Based Violence and Femicide are reported daily, including instances of young girls aged between 15-24 years who have tested HIV positive, while young boys of the same age are HIV negative. This raises a question: Who infects these young girls? As we gather as men today, let us also reflect on this issue and determine to deal with it decisively," said the Deputy President.

The National Men's Movement operates on a decentralized model, which includes annual provincial meetings, biannual district gatherings, quarterly local municipality sessions, and monthly community and traditional council men's parliaments. These activities are designed to develop context-specific local implementation plans, which draw from many lessons learned from previous Men Sector engagements. The biennial sitting is therefore a platform for Men's Sector structures to account, to reflect and to consider priorities for the next two years until the next national sitting in 2026.

Endorsing Better Man for Tomorrow Campaign on the last day of the National Men's Parliament, SANAC Executive Manager, Rev. Zwoitwaho Nevhutalu said, "As SANAC, we are not just calling for the commitment of the Men's Sector and perseverance in this work, but we are also pledging our support in the process. We endorse the campaign and wish you well in its implementation. We also commit to walking hand-in-hand with you as we collectively forge ahead with our target of finding 1.1 million men. Working together, it is possible to



Former SANAC CSF Chairperson and now the Deputy Minister of Women, Youth and Persons with Disabilities, Hon. Steve Letsike (front row, second from right), attended the Sitting.

end AIDS and eliminate HIV as a public health threat by 2030”.

The National Men’s Parliament reaffirmed its dedication to fostering positive masculinity and driving change at all levels of society. By addressing systemic challenges and encouraging open dialogue, it aims to cultivate a culture of accountability and empathy among men. The next National Men’s Parliament is slated for 2026, with ongoing regional engagements to ensure continuous progress and impact.



Men’s Parliament Delegates at the Parow Municipal Chambers in Cape Town.



Unlocking Access and Overcoming Barriers to Injectable ARVs for All

- Karabo Makgato & Gertrude Mngola



Delegates at the Unlocking Access Meeting

On Thursday, 28 November 2024, the South African National AIDS Council (SANAC) hosted a fundamental meeting titled “Unlocking Access: Overcoming Barriers to Injectable ARVs for All Communities”. Held in Sandton, the event convened key stakeholders from government, civil society, research, academia, and international partners. The meeting featured expert presentations followed by robust discussions on barriers and opportunities of adding injectable ARVs into the country’s HIV prevention and treatment programs.

Although Long-Acting injectable ARVs mark a transformative advancement in HIV prevention and treatment; the public health sector readiness to implementing injectable PrEP, as well as the cost of the medicine which impacts the affordability of injectables, as well as the sustainability of accessing injectables which impacts medicine availability were extensively deliberated at the workshop.

Lessons learned in implementing a national ARV programme were equally highlighted with the view that all initiatives address policy, infrastructure, and accessibility challenges should be prioritised to accelerate access.

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The meeting resolved to prioritise the establishment of a Multistakeholder Technical Working Group (TWG) to develop a roadmap with clear activities to address identified bottlenecks and move the country towards a strategy to access injectable ARVs.

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Speaking at the meeting, SANAC Executive Manager, Dr. Rogerio Phili, emphasized South Africa's strong commitment to the UNAIDS 2030 Agenda and its dedication to achieving the global targets for ending HIV/AIDS. He highlighted that South Africa's robust National Strategic Plan for HIV, TB, and STIs (2023–2025) serves as a comprehensive roadmap that lists priority interventions including national targets to be implemented collaboratively by all stakeholders, guiding the nation toward its ambitious objectives.

"The insertion of new prevention biomedical tools was highlighted as one such priority intervention that calls for strong collaboration among government, civil society, and the private sector. Leveraging on these partnerships, drawing on lessons from past successes particularly in scaling up ART programmes, would inform the strategies to be employed in addressing barriers to introduction of injectable ARVs in the HIV program", said Dr Phili.



SANAC Executive Manager, Dr. Rogerio Phili, addressing delegates at the Unlocking Access Meeting in Sandton

Delivering his opening remarks, SANAC Civil Society Forum (CSF) Chairperson, Mr Solly Nduku highlighted commitment from CSF in partnering with all stakeholders to address systemic barriers in healthcare systems, including addressing stigma, treatment adherence, and the unmet needs of marginalized groups, including young women and key populations. He further highlighted the growing interest by communities to access injectable ARVs, which is a discrete biomedical intervention that will enhance HIV prevention.

To address Sustainability, progressing local manufacturing of injectable ARVs was highlighted as key. However, considering the above, weaknesses of the intellectual property laws in SA some of which include poor patent evaluation, ability to secure multiple, often unjustified, patents on the same drug by pharmaceutical companies which lead to the delay of affordable generics, are bottlenecks that need to be addressed.

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As SANAC continues to lead efforts in unlocking access to lifesaving treatments, this engagement stands as a testament to the power of collective action in driving health equity. The outcomes of the meeting will feed directly into SANAC's broader strategic objectives, reinforcing South Africa's commitment to ending HIV as a public health threat by 2030.

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Launch of the Sedibeng District AIDS Council

- Simangaliso Motsepe



Sedibeng District Executive Mayor, Cllr. Lerato Maloka, who is now the Chairperson of the AIDS Council in the District.

On 11 December 2024, the Gauteng launched the Sedibeng District AIDS Council (DAC) with a strong Civil Society Forum participation leading the way. The launch is intended to bolster the coordination of the HIV, TB, and STIs response in the district, as well as the promotion of public health.

The launch brought together key stakeholders inclusive of national and provincial AIDS Council structures, government departments and the Emfuleni HIV & AIDS Ward Based Education initiative.

DACs which are chaired by the Executive Mayors were formed as a district-level cascade of SANAC that are essential to the planning, execution, and oversight of efficient district-level HIV, TB, and STI responses. Their structures, duties, and mandates are made to support a multi-sectoral strategy, guaranteeing an inclusive, thorough, and successful response to STIs, TB, and HIV. The Councils provide strategic guidance, coordinate multi-sectoral interventions ensuring that districts remain at the forefront of innovation and responsiveness in addressing the three epidemic challenges.

Speaking at the launch, SANAC Technical Lead, Mr. Lebowa Malaka said, "District AIDS Councils are decentralised structures of SANAC established at the Local Government level to coordinate and implement HIV, TB, and STI responses in districts including support to lower-level structures."

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A pledge was made during the launch of the District AIDS Council, emphasizing a commitment to ending prejudice against individuals living with HIV. It also underscored the importance of raising awareness within the community about how the HIV epidemic affects everyone, aiming to inspire collective action in the fight against the disease.

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Delivering her keynote address, Executive Mayor and Sedibeng AIDS Council Chair, Cllr. Lerato Maloka, reaffirmed their commitment to tackling HIV, TB, and STIs, vowing to end stigma and promote awareness of the epidemics. "Today's gathering is to launch the District AIDS Council in order to formalise the structure, introduce new leadership and formulate the governance of the council." She further emphasised the holistic nature of the AIDS Council's mission, "Our work does not stop at raising awareness or preventing HIV/AIDS. It encompasses addressing the social ills that exacerbate its spread, including Gender-Based Violence and Femicide (GBVF)", said the Executive Mayor.

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Deputy Director of Gauteng AIDS Council, Ms. Tsakani Mabasa, highlighted progress in Gauteng's district AIDS council launches, noting Sedibeng's unique placement in the executive mayor's office. She stressed the importance of aligning with SANAC's national initiatives, including #ZikhalaKanjani Youth HIV Prevention Strategy and the Global Alliance to End AIDS in Children.

Four district municipalities in Gauteng have launched their DACs, this included Ekurhuleni, Johannesburg, West Rand, and Sedibeng, only Tshwane DAC is yet to launch.

Ms. Mabasa said, "The Gauteng Province must comply with the national campaigns run by SANAC, this includes the Multi-sectoral Provincial Teenage Pregnancy Plan Cascading, the Zikhala Kanjani Youth HIV Prevention Strategy, the Multisectoral District Implementation Plans (MDIPs), the Global Alliance to End AIDS in Children, the U=U HIV treatment and prevention, and the results of the Gauteng Province's HSRC survey, as well as making sure all five District Councils are launched," said Ms Mabasa.



Launch of the Sedibeng District AIDS Council

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Delivering her keynote address, Executive Mayor and Sedibeng AIDS Council Chair, Cllr. Lerato Maloka, reaffirmed their commitment to tackling HIV, TB, and STIs, vowing to end stigma and promote awareness of the epidemics. "Today's gathering is to launch the District AIDS Council in order to formalise the structure, introduce new leadership and formulate the governance of the council."

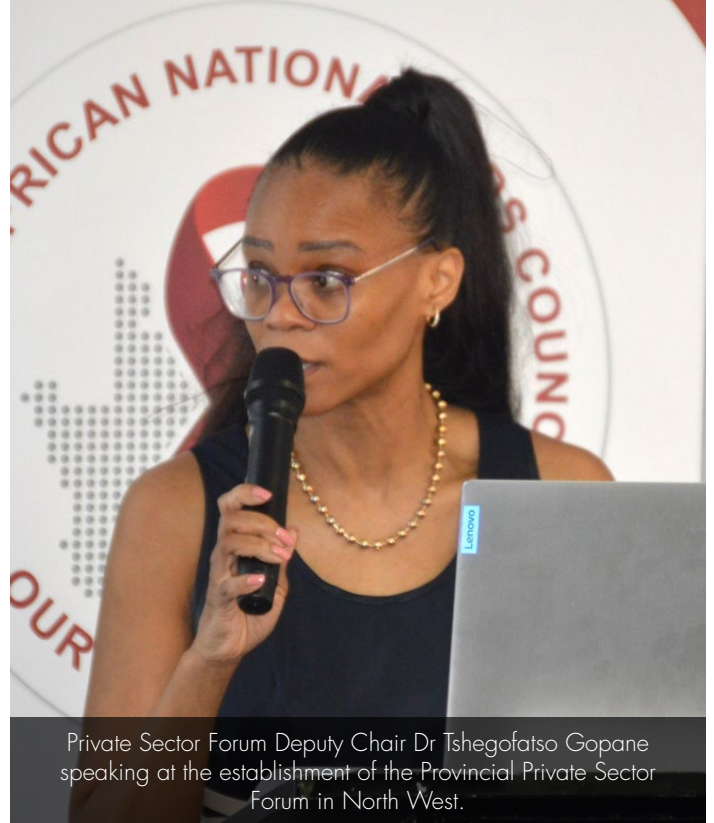
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North West Becomes the First Province to Establish its Private Sector Forum

- Nelson Dlamini



SANAC Executive Manager Rev. Zwo Nevhutalu delivering a Message of Support on behalf of the SANAC CEO at the event.



Private Sector Forum Deputy Chair Dr Tshegofatso Gopane speaking at the establishment of the Provincial Private Sector Forum in North West.

The North West AIDS Council became the first province to establish its Provincial Private Sector Forum (PPSF) on 14 October which completed and fulfilled the procedural requirement of a three-legged multisectoral structure for AIDS Councils.

The engagement took place in Rustenburg, Bojanala District (seat of government) and was led by the National Chairperson of the South African National AIDS Council (SANAC) Private Sector Forum (PSF), Ms. Nompumelelo Zikalala, alongside Private Sector Forum board members, the North West Health MEC Sello Lehari who was delegated by the Provincial AIDS Council Chairperson Premier Lazarus Mokgosi and delegations from key provincial stakeholders such as the Bakwena Royal House which has significant business interests in the North West.

As part of its multisectoral governance structure, SANAC formally established the national SANAC PSF in 2021 which was officially launched by the then SANAC Chairperson, Deputy President David Mabuza. That launch brought the architecture of the three-legged SANAC governance structure (government, civil society, private

sector) at national to completion for the first time since the Council's establishment in January 2000.

In March 2022, the SANAC PSF launched its Private Sector Forum Strategy which prioritised the establishment of the provincial structure to ensure the implementation of the PSF Strategy which paves the way for the Sector to effectively support the implementation of the country's National Strategic Plan (NSP) for HIV, TB and STIs.

“ We hope this will encourage the remaining seven provinces to swiftly conclude their processes to establish their PPSF structures, and as always, the SANAC Secretariat is here to provide the necessary support and guidance working hand-in-hand with the PSF Secretariat, says the SANAC CEO Dr. Thembisile Xulu. ”

The SANAC Executive Manager Rev. Zwo Nevhutalu was delegated by the SANAC CEO to render a Message of support to the province, "As the sector, your commitment to the work of SANAC has been amazing to witness, especially when one considers that you are all very busy individuals with demanding responsibilities. This level of commitment bears testimony to the Pledge you all made that the Private Sector Forum shall bind itself to accelerate and strengthen the response to HIV, TB and STIs," said Rev. Nevhutalu.

Mpumalanga Followed Suit

Two months post the North West event, the province of Mpumalanga followed suit with its establishment of the PPSF on the 5th of December in Ehlanzeni District, which is also the seat of government in the province. The remaining seven provinces are readying themselves to establish their PPSFs and a grand launch is on the cards within the first two quarters of 2025.



SANAC Technical Lead Mr Lebowa Malaka speaking at the establishment of the PPSF in Mpumalanga



Delegates at the establishment of PPSF in North West



Delegates at the establishment of PPSF in Mpumalanga

We hope this will encourage the remaining seven provinces to swiftly conclude their processes to establish their PPSF structures, and as always, the SANAC Secretariat is here to provide the necessary support and guidance working hand-in-hand with the PSF Secretariat," says the SANAC CEO Dr. Thembisile Xulu.



In Pictures



*The SANAC CEO Dr Thembisile Xulu delivered an address on “**Why investing in Women’s Health and wellbeing is Good Business**” at the Standard Bank Top Women conference held at the Sandton Convention Centre, Johannesburg on 25 November 2024.*





SPEAKER ANNOUNCEMENT



**TOP WOMEN™
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Dr Thembisile Xulu

CEO, South African National AIDS Council (SANAC)

Joins us as a **Speaker** at the Standard Bank Top Women Conference

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SANDTON CONVENTION CENTRE, JHB

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The HR Hangout...

In this edition of the HR Hangout, **Nelson Dlamini** looks at **10 Tips to Start Your Year on a Productive Note** based on an article on Sheer Bliss, a corporate wellness specialist company.



Starting off the year with a productive mindset can set you up for success for the rest of the year. Here are ten tips to help you get started:



Set clear and specific goals

Take some time to think about what you want to accomplish in the year ahead, and then set specific, measurable goals that will help you get there.

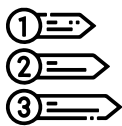
1



Make a plan

Once you have your goals in mind, it's important to make a plan for how you're going to achieve them. Break your goals down into smaller, manageable tasks and set deadlines for yourself to complete them.

2



Prioritise your tasks

With a long to-do list, it's easy to get overwhelmed. Prioritize your tasks based on importance and urgency and tackle the most important ones first.

3



Use a calendar

Use a calendar to schedule your tasks, appointments, and deadlines. This will help you stay on track and ensure that you don't miss anything important.

4



Stay organised

Keep your work area clean and organized. This will help you stay focused and reduce stress



Eliminate distractions

Identify the things that distract you the most and find ways to eliminate or minimise them. This could be turning off your phone, closing unnecessary tabs on your computer, or working in a quieter environment.



Take breaks

Taking regular breaks can help you stay refreshed and focused. Whether it's a quick walk outside, a short meditation session, or just a few minutes to stretch and relax, taking a break can help you come back to your work with renewed energy and focus. Spend a day at the Spa or go hiking on weekends. Take leave.



Stay motivated

Remind yourself of the reasons why you set your goals and focus on the progress you've made so far. Recognising and celebrating small victories can help keep you motivated. Schedule a check in for yourself to make sure that you are staying on track.



Stay accountable

Remind yourself of the reasons why you set your goals and focus on the progress you've made so far. Recognising and celebrating small victories can help keep you motivated. Schedule a check in for yourself to make sure that you are staying on track.



Reflect

Take some time at the end of each day or week to reflect on what you've accomplished, what you could have done better, and what you'll do differently next time. This reflection can help you identify areas where you need to improve and make adjustments to your plan as needed.

By following these tips, you'll be well on your way to a productive year. Remember, it's important to be patient with yourself and to take things one step at a time.

Productivity is a journey, not a destination, and it's important to enjoy the process along the way.



Wishing you a happy, healthy and productive 2025!



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