



SOUTHERN AFRICAN REGIONAL POLICE CHIEFS
COOPERATION ORGANISATION (SARPCCO)

REPORT ON

THE SARPCCO HIV/AIDS TRAINERS' COURSE

Matsapha, Swaziland, 23-27 June 2008

Introduction

The Royal Swaziland Police Service (RSPS) hosted the Southern African Regional Police Chiefs Cooperation Organisation (SARPCCO) course on HIV/AIDS at the Matsapha Police College in Swaziland from 23-27 June 2008. The Training for Peace (TfP) Programme at the Institute for Security Studies (ISS) facilitated a course on behalf of the Sub-regional Bureau of the Interpol in Harare, Zimbabwe.

The course was attended by 19 Police officers from 13 SARPCCO member states, namely: Botswana, Lesotho, Malawi, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Zambia and Zimbabwe; Angola, Tanzania and the Democratic Republic of Congo did not participate. The facilitators for the course were drawn from the RSPS and the Ministry of Health and Social Welfare. Mr. N. Mabunda, Director at the Matsapha Police College and Inspector Zanele Nxumalo, were the course coordinators from the RSPS. Sandra Oder, a Senior Researcher at the ISS/TfP, coordinated the facilitation for the course, with support from Thembanani Mbadlayana, Junior Researcher. The list of participants and the programme are attached.

Deputy Commissioner of Police in charge of Personnel and Training, Mr. S.M. Ndlamini, officially opened the course and also presided at the closing ceremony and the presentation of certificates to the course participants.

Background to the course

The Southern Africa region has some of the highest levels of HIV/AIDS infection in the world. As a result, SARPCCO resolved to prioritise the fight against its spread by conducting regional standardised capacity building courses for its member states. Following two Task Team meetings and a pilot course on HIV/AIDS in 2003, the courses have since been held on an annual basis.

The course has been specifically designed to equip trainers with the necessary knowledge and skills to, in turn, impart to fellow colleagues in their home countries. As with other SARPCCO courses being provided by the Institute for Security Studies, the HIV/AIDS course has, since 2006, been run as a trainers course, for personnel of the member states' police services/forces involved in HIV/AIDS training and education, or those involved in its management within the respective police organisations.

The aim of the course is to alleviate the impact of the HIV/AIDS epidemic on human, national and regional security in Southern Africa. The specific objectives of the course are to provide police personnel with the knowledge and skills to

- a. Understand HIV/AIDS
- b. Manage the risk of infection
- c. Provide care and support to those living with, and affected by the virus, and
- d. Act as agents of change in the field of HIV/AIDS.

The 5-day modular course provides a wide range of basic information on HIV/AIDS and aims to help participants understand the virus, how it works and how it is transmitted. The course is therefore expected to provide participants with the tools to manage the risk

of infection, and better maintain and protect their health. It also examines how they can provide care and support to those living with and affected by HIV/AIDS.

The course drew the expertise of subject matter specialists with experience in HIV/AIDS prevention and management. In as much as the course benefitted the participants, it also provided them with the opportunity to consolidate their facilitation skills, knowledge base and professional networks.

The national resource persons were provided with copies of the SARPCCO HIV/AIDS Reader and Trainer in order to enable them to enhance the standard of learning on the course, by providing them with training tips and guidelines for participatory exercises. In addition, resource persons were encouraged to conduct in-depth background reading to familiarise themselves with new trends and analyses in the prevention and management of HIV/AIDS.

Overview of the course

The course aims to provide simple, accessible information that can be easily understood by participants with limited education or knowledge about HIV/AIDS, and readily transmitted by trainers with limited knowledge of the issues. The end users of the knowledge and skills acquired in the course are expected to become better at addressing, at personal and professional levels, issues relating to the prevention and management of the epidemic within the Southern Africa region. By encouraging and drawing upon best practices in the region, the course is able to meet the SARPCCO aim of fostering joint strategies to promote regional police cooperation and collaboration in order to both better manage and prevent the HIV/AIDS.

The course consists of seven modules:

- *Understanding HIV/AIDS and its transmission:* this module seeks to enable police personnel to understand the true facts about HIV/AIDS and its transmission, its relationship with sexually transmitted diseases, and tuberculosis and malaria. *Specific Methodology used during the course:* Input with vivid cases studies and slides by facilitator, briefing notes, brainstorming, small group exercise and plenary discussion; Resources; overhead projector, flipchart and markers.
- *The nature and scope of the epidemic in Southern Africa:* aims to foster an understanding of, and appreciation of the gravity of the HIV/AIDS situation in Southern Africa, the relationship between HIV/AIDS and sexual violence against women and children. *Specific Methodology:* Brief input by facilitator highlighting the need to define prevalence and extent of HIV/AIDS infection and factors contributing to the spread; establish the definitions, forms and effects through case studies, small groups and plenary discussions; Resources: overhead projector, flipchart and markers.
- *The impact of HIV/AIDS on human, national and regional security:* aims to empower police officers to gain a broad understanding of the social and economic impact of HIV/AIDS, with a specific awareness of the challenges to safety, security and the police in the Southern Africa region. *Specific Methodology:* Brief

input by facilitator, briefing notes, small working groups to discuss the susceptibility of police personnel, and how HIV/AIDS will reduce the operational effectiveness of police services in the region. Resources: overhead projector, flipchart and markers.

- *Stigma and discrimination: aims to create understanding of the sources of stigma and discrimination and positively modify behaviour towards people living with HIV/AIDS. Specific Methodology: Brief input by facilitator to provide a common definition of stigma and discrimination, and to link to the SARPCCO Code of Conduct which respects human rights of all police and ensures non discrimination, demonstration on use of condom, and plenary discussions. Resources: overhead projector, flipchart and markers.*
- *Voluntary Counselling and Testing: aims to promote voluntary counseling and testing as a best practice for police personnel and their dependants. Specific Methodology: Input by facilitator to explain what VCT is and how it differs from mandatory testing, what is involved in HIV testing, and the important issues to be aware of when disclosing one's status; Resources: overhead projector, flipchart and markers.*
- *Positive Living: aims to provide knowledge on how to live positively with HIV/AIDS. Specific Methodology: Input by facilitator and plenary discussion to share experiences, a very lively session. Resources: Overhead projector, flipchart and markers.*
- *Personal effectiveness: aims to empower police personnel with the skills and knowledge required to both safeguard their own health and become agents of change. Specific Methodology: Input by facilitator and lively plenary discussions.*

The course is currently designed as a generic curriculum, which can either be used in its entirety as a comprehensive course, or on a modular basis to fill specific information needs. The course's modular format makes it highly flexible and ideal for supplementing the materials already used by trainers in the Southern Africa region.

The course materials consist of a reader and a trainers' manuals. The reader provides participants and trainers with detailed information on the issues explored on the course, while the trainer's manual contains lesson plans for each module, exercises and discussions for use in the presentation of materials, participant assessments, and pre- and post-course evaluations for planning and monitoring purposes. In order to reinforce the skills in participatory learning methods, the participants were guided on how to use the trainer's manual. Additional materials with latest updates on statistics were provided to the participants over the 5-day course.

Participants' knowledge, experience and expectations of the course

Each member state was requested to nominate one police officer, who is engaged in HIV/AIDS prevention and management. In general, this requirement was met. The participants expressed a high sense of keenness to learn, and were very articulate and committed to sharing their wealth of experiences, with accumulated foundation of experiences and knowledge that include work-related activities, family responsibilities

and previous education. They were able to connect this experience to the normative theories and concepts of the subject matter.

Knowledge and experience of HIV/AIDS, and its prevention and management

All the participants had some knowledge and hands-on experience since they were all health coordinators in their respective police organisations. The participants also discussed national steps taken to address the epidemic within their respective countries, reinforced with best practices as articulated by the facilitators.

Expectations of the course

The pre-course evaluation suggested that most participants hoped that they could acquire new skills in dealing with the HIV/AIDS prevention and management. Many of them wanted to enhance their skills to enable them to increase awareness to impart to fellow personnel in their respective countries.

Challenges, relevance of course materials and information needs

Participants reported facing several challenges in dealing with HIV/AIDS in their workplace environment. These challenges generated lively discussions on how best they can support their fellow officers who are living with HIV/AIDS.

The majority of participants reported that information and tools to equip them in educating and interacting with communities were relevant to their everyday jobs. The visual aids used during the course were applauded as useful in simplifying the complex concepts relating to HIV/AIDS.

Conduct of the course

Training materials were distributed to all in attendance. The participants were issued with copies of the course materials, including handouts and electronic copies on CD. The training was of an exceptionally high standard. The modules were generally well delivered. With some exceptions, presenters encouraged group participation, and emphasised the sharing of participants' experiences and knowledge. The participants were motivated and active in discussions and group exercises. The participants expressed appreciation for the interaction with the facilitators.

Feedback on the course

In addition to the pre-course evaluation, participants completed both daily and post-course course evaluations. These were aimed at monitoring the group's experiences of the course, their needs, the usefulness and appropriateness of the training materials, and areas where the course can be improved upon in the future.

Participants unanimously reported finding the course enlightening and useful...*'an eye opener'* noted one participant. The feedback on the quality of the presentations was generally positive. Participants felt that presenters were knowledgeable and well prepared. The course participants valued participation highly and were most positive about those facilitators who actively involved them through discussions and exercises.

The evaluations of the course materials were very positive. The trainers particularly remarked that the materials simplified and consolidated the complex literature on HIV/AIDS and the response to it. Participants felt that they had particularly benefited from the scientific explanations for the transmission which was very vividly displayed on slides, and while menacing, brought the truth to bear on the gravity and severity of HIV/AIDS. The participants displayed reasonable levels of knowledge about ethical and legal rights of people living with HIV/AIDS. Many of them were clear about their roles in its prevention and care, but a few had not perceived themselves as vulnerable. The course thus reinforced the recognition to strengthen their awareness on HIV/AIDS. It was also established that while there is acceptance of HIV/AIDS as a policy issue within national police services, stigma and discrimination poses a challenge to police personnel living with HIV/AIDS in respect of confidentiality and subsequent support from management within the police service. Most participants felt that the course addressed all the relevant issues. Information gaps identified by respondents included materials on waste management, stress management which were recommended as suitable modules on their own.

Conclusion and recommendations

The course in Swaziland was well coordinated and ran smoothly, thus contributing to its success. Among other reasons, the participants were unanimous in finding the course instructive and beneficial. The effective working relationship between the course organisers, resource persons and participants provided a valuable learning environment. In the end, all who left Matsapha departed with a renewed and reinvigorated commitment to make a difference in the situation of fellow officers and communities, and to ensure their continued protection from any discrimination.

On behalf of SARPCCO and the Interpol SRB in Harare, the ISS/TfP extends sincere thanks to the Royal Swaziland Police Service for hosting the event. They are also thankful to the organisers and coordinators, as well as the facilitators and presenters, for their commitment and contributions towards the success of the course. Finally, the ISS/TfP expresses appreciation and gratitude to the Royal Norwegian Government for providing the funding to support the training programme.



SARPCCO HIV/AIDS TRAINERS COURSE

Matsapha Police College, Swaziland, 23-27 June 2008

PROGRAMME

KEY TO PRESENTERS AND ADMINISTRATORS

FTP: Ms. Sandra Oder, Senior Researcher
 Mr. Thembani Mbadlayana, Junior Researcher
P: Mr. N. Mabuza, Course Coordinator
 Inspector Zanele Nxumalo, Co-Coordinator
 Mrs. Zandile Mavuso, Consultant
 Mrs. Beauty Mnisi, Consultant
 Mrs. Zandile Mnisi, Ministry of Health and Social Welfare
 Dr. Yohannes G. Ghebreyesus, Ministry of Health and Social Welfare

June 2008: 15:00-17:00: Arrival of course participants (RSP Coordinator)
 17:00-18:00: Registration and Co-ordination meeting for Course Leader, facilitators
 and resource persons

Monday, 23 June

Time	Subject	Presenter
07:00-07:30	Breakfast	
08:00-08:30	Registration (continued from previous evening) Administrative details	Royal Swaziland Police (RSP)
08:30-09:00	Welcome and outline of course objectives	RSP/ISS
09:00-09:30	Official Opening	RSP, Director P & T
09:35-10:00	Course Photograph	RSP
10:00-10:15	Tea	RSP-
10:15-11:30	Introduction and Pre-course evaluation	ISS

MODULE 1: UNDERSTANDING HIV/AIDS AND ITS TRANSMISSION

11:30-11:45	Defining HIV/AIDS	Mrs. Zandile Mnisi – Ministry of Health and Social Welfare
11:45-12:30	Theories and causes Myths and misconceptions	
12:30-13:30	Lunch	RSP
13:30-14:15	HIV Transmission	
14:15-15:00	HIV, Alcohol and Drugs	
15:00-15:30	Tea	RSP
15:30-16:00	HIV and STIs	
16:00-16:20	HIV, Tuberculosis & Malaria	

LE 3: THE IMPACT OF HIV/AIDS ON HUMAN, NATIONAL AND REGIONAL SECURITY

11:45-12:30	Social and economic impact of HIV/AIDS	Inspector Zanele Nxumalo – Royal Swaziland Police Service
12:30-13:30	Lunch	RSP
13:30-14:15	The susceptibility of police personnel	
14:15-15:00	Effect on the police	
15:00-15:30	Tea	RSP
15:30-16:15	Discussion	
16:15-17:00	Effect on national and regional security: Exercise on the reach and effect of HIV/AIDS	
17:00-17:00	Daily Evaluation and housekeeping	RSP/ISS
18:00	Supper	RSP

Wednesday, 25 June

Time	Subject	Presenter
07:00-08:00	Breakfast	RSP

LE 4: STIGMA AND DISCRIMINATION

08:00-09:00	What is stigma and why it matters?	Mrs. Beauty Mnisi – Consultant
09:00-10:00	Beliefs, values, attitudes and behaviour	
10:00-10:30	Tea	RSP
10:30-11:10	Culture and religious beliefs	
11:10-11:20	The facts	
11:20-12:10	Ethical issues and the SARPCCO code of conduct	
12:10-12:30	Exercise (Quiz)	
12:30-13:30	Lunch	RSP

LE 5: HIV RISK ASSESSMENT AND PREVENTION STRATEGIES

13:30-14:00	Occupational risks	Mrs. Zandile Mavuso – Consultant
14:00-14:40	Occupational precautions	
14:40-15:10	Sexuality and the risk of HIV infection	
15:10-15:40	Tea	RSP
15:40-16:40	Strategies for effectively preventing HIV transmission	
16:40-17:00	Exercise (Questions on preventing exposure)	
17:00-17:15	Daily module evaluation and housekeeping	RSP/ISS
18:00-	Supper	RSP

Thursday, 26 June

Time	Subject	Presenter
07:00-08:00	Breakfast	RSP

LE 6: VOLUNTARY COUNSELLING AND TESTING

08:00-08:45	Understanding VCT and exercise	Inspector Zanele Nxumalo – Royal Swaziland Police Service
08:45-09:10	HIV testing	
09:10-10:00	The costs and benefits of VCT	
10:00-10:30	Tea	RSP
10:30-11:00	Disclosure	
11:00-11:45	Strategies and resources	
11:45-12:30	Exercise and Quiz	
12:30-13:30	Lunch	

LE 8: PERSONAL EFFECTIVENESS

13:30-14:00	Intro and strengthening self-image	Mrs. Zandile Mavuso – Consultant
14:00-15:10	Personal motivation, handling feelings	
15:10-15:40	Tea	RSP
15:40-16:30	Greater assertiveness	

Time	Subject	Presenter
10:00-10:30	Tea	RSP
10:30-11:00	Support network	
11:00-11:45	Exercise (Developing a healthy living plan)	
11:45-12:00	Module evaluation	
12:00-12:30	Post-course evaluation	
13:00-	Closing ceremony and certificate presentation	RSP/DCP

turday, 28 June

07:00-08:00	Breakfast / Departures	RSP
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