

COVID-19 PANDEMIC TOOLBOX

RISK-ADJUSTED PROGRAM RETURNING TO ECONOMIC ACTIVITY

"**Health**" refers to a state of complete emotional and physical well-being. Healthucation exists to help people develop and maintain this optimal level of wellbeing in society from a community, organisation and personal level. Healthucation offers engagement and empowerment programs that are designed to stimulate and engage our people at a grass roots level in today's ever-changing world.

Program Objectives:

- *Greater Community Involvement*
- *Effective Collaboration*
- *Influencer of Change*
- *Attitude of Shift*
- *Develop Greater Self Worth*

Introduction to Healthucation Pandemic Services:

We offer an end to end solution for work readiness during a pandemic such as the current COVID-19 outbreak. Our solutions are tailored to meet your requirements. You have the opportunity to reduce your risk by outsourcing this function or developing the in-house capability with our guidance and support. We help provide a smooth transition for all personnel returning to work by designing an ongoing program to mitigate risk focused on safety, wellbeing and organisational functionality to promote business continuity.

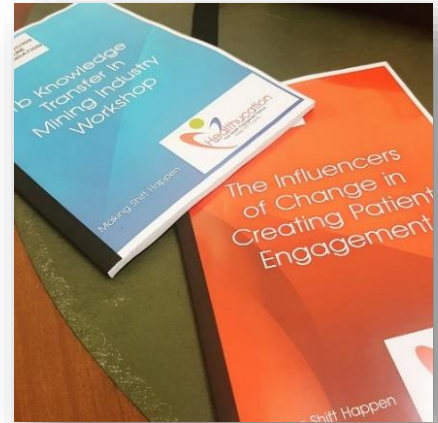
COVID-19 PANDEMIC TOOLBOX SERVICES

- *Process Development and Risk Assessment*
- *Policy Development*
- *APP Based Track & Trace of Employees and Visitors*
- *Screening Process*
- *Hygiene Management*
- *Onsite Clinical & Medical Services*
- *Designated Ambulance Service*
- *Communications Management*
- *Training and Behaviour Change Engagement*
- *Monitoring and Reporting*
- *Pandemic Governance Team*

Our Service Offering:

- ***Process Development and Risk Assessment***

Regular Health and Safety Process may not apply to a virus outbreak. We can perform a COVID-19-specific environmental risk assessment and design appropriate processes to reduce the spread of a disease within your organisation. This will involve administrative and engineering controls, and personal protective equipment where necessary aligned on international best practices. Based on the risk assessment, we will put a comprehensive COVID-19 risk mitigation plan in place.

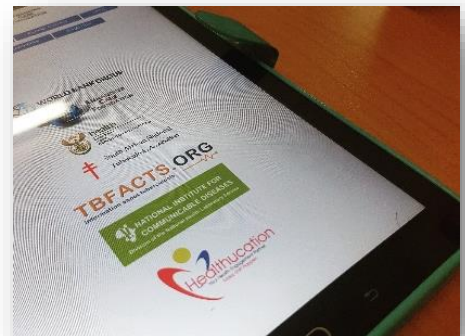


- ***Policy Development***

Amendments to the Health and Safety Policies as well as standalone policies and procedures are developed in accordance with your organisation's environment. All regulations are taken into account and policy development are adaptable to ensure you are not in breach of local Government laws as they are amended to deal with management of the pandemic. Standard Operating Procedures developed for your unique environment in real time with our walk-through program. SOP's aligned to maximize efficiency and limit exposure of contamination.

- ***APP Based Track Trace of Employees and Visitors***

Covid 19 Does not move! People Do! Our track and trace app allows people to confirm all recent travel history and engagement with possible infected people. This allows for real time monitoring of potential hot zones of infection and potential contamination of the workplace. A unique code is generated for both the person entering your organisation as well as your reception or security. The person has to present this code to gain entry. The app will confirm approval based on the data analysis and will be subjected to final temperature test for entry.



- ***Screening Process***

We can provide training to an internal resource or you have the option of contracting our Professional Health Care Worker to provide screening and to respond and attend to possible cases. Screening will be based on a quick questionnaire and temperature check. Professional Screening Adaption is critical if the virus has an antigenic drift or mutates with different variation of symptoms requiring different protocols in the screening process. Potential cases will be denied entry and referred for isolation and/or testing.

- ***Virus Testing***

We have an agreement with a reputable Pathology Service Provider to conduct testing and provide results in under 2 days so that you have confirmation if employees have been compromised. We can provide on-site testing by our Professional Nurse if required.

- ***Hygiene Management***

Both staff and visitors will be advised on best practice hygiene protocols and provided with the relevant protective equipment. Our SHE experts will tailor various options for sanitising based on your requirements from hand to shoe sanitising, floor mat sanitizers, walk- through sanitizer booth. You have the option of using our resources at entry points into your building or we can create the internal capability. Hygiene management for at-work staff can include hand hygiene (wash stations, sanitizers) and education on distancing and cough etiquette. This will be achieved by bespoke Behavioural Change and Health Promotion workplace integration programs for employee engagement as each member is a potential break in the chain of business continuity and health wellbeing.

- ***Onsite Clinical & Medical Services***

As the pandemic enters an “explosive” phase, the need for dedicated medical services will increase. Medical care for the infected worker can be provided in various ways:

- **Referral pathway** for infected or Exposed workers with preferred providers (public sector clinics and hospitals; private sector practitioners and hospitals) can be set up to ensure that infected workers have access to good quality health care.
- **Professional Nurse** will be high skilled in dealing with any possible infected cases and will manage the quarantine process on your behalf. Our Nurse will ensure that the infected are isolated and transferred from your organisation in a safe manner and alert both the ambulance service and cleaning service for workplace cleaning.
- **Onsite Clinical Services** may also be set up within a company and can range from primary health care services to fully functional clinic or hospital services. These services can be developed in collaboration with the company either by upgrading current occupational health services or setting up of new facilities or services.

- ***Designated Ambulance Service***

We have a designated ambulance service that provides you quick turnaround times for fetching an infected case and transporting them to the relevant health care facility. Our paramedics are fully trained to deal with infected cases and will follow clear infection-control practices to ensure limited exposure.

- ***Communications Management***

We assist in developing all communications to both staff and external stakeholders during the period of the outbreak. Communication is based on evidence-based behavioural change strategies. All sources of information are vetted and where required information is drafted according to best practice and local government regulations.

- ***Training and Behaviour Change Engagement***

A quick induction will be provided to your visitors by our Professional Nurse or your trained resource. A series of Video clips tailored to your company can be developed for visitors and staff. Staff training can be done remotely and electronically as well as onsite training. Training will comprise of regulations, hygiene and prevention, recognition of symptoms and resulting staff actions, personnel protective equipment. Customised social distancing etiquette, destigmatisation of Covid19 in the workplace, mental wellbeing and stress management programs, Anxiety Reduction Strategies for Return to Work. Management and Conduct during an outbreak, policies, and procedures adaptable aligned with the Risk- Adjusted strategy for economic activity alert system levels after lockdown.



- **Monitoring and Reporting**

We will comprehensively document the company's pandemic preparedness plan and activities for inspection by relevant authorities. A database and reports linked to the APP will be developed to track numbers and demographics of staff who may be potentially infected, test positive or are ostensibly ill. Tracking of return to work of staff who have been infected or exposed to infected people will be done to ensure adherence to return to work post-exposure policy is adhered to. Program progress and effectiveness will also be reported.

- **Pandemic Governance Team**

Our diverse and experienced team of experts ranging from Epidemiologists, Medical Clinicians, Psychologists, Healthcare Workers to Specialist expertise in SHE (Safety, Health and Environment) , Logistics Workflow, Communication, Behavioural Change, Employee Engagement made accessible to your organisation to adapt your workplace to legislation and the everchanging pandemic management. Our team can implement a company safety committee to be familiarised with the latest information about COVID-19 with special reference to your unique workplace rules, gazetted legislation and the results of the risk assessment.

Healthucation's flagship program has been a World Bank funded project which designed, implemented, and evaluated a training program for health care workers in the mining sector.

Healthucation team have over 20 years of experience in the Development and Implementation of capacity development in various spheres and sectors focusing on Health Systems Strengthening and Wellbeing. The team has developed and implemented outcome-based Knowledge Transfer Engagement Programs that include customised interventions, mentoring and directional transference protocols to make shift happen.

We work in the moment to deliver outcomes to the optimisation of participant and the organisational objectives. These have been fully projected managed by our team of highly experienced personnel. The Healthucation team comprises of a diverse network of over 40 international and local specialists in fields impacting at a grass roots level from our designated research and elicitation team behavioural scientists, epidemiologist, healthcare workers, SHE experts, project managers and process engineers. This encapsulated by our business management team focused on socio-fiscal issues in delivering circular and community engagement economic models to deliver solutions for tomorrows pandemics challenges.

Please Contact us today to enhance your Covid-19 Pandemic Return to Work Program
samr@healthucation.co.za

The Architects of the Program

Mr Sam Reddy

Sam is an Ex Pat South African that has spent most of his life in Australasia. His passion for community, culture and educational change on issues facing people at grass roots level has been ignited since his return to South Africa. Bringing international expertise to engagement and empowerment programs in our ever-changing world.

Beginning his journey in 1998 in the communications field specializing in the financial sector resulted in creation and implementation of a Private Labelled Program backed by Perpetual Trustees through New Zealand and Australia in 2005. Education and governance through Mortgage Finance Institution Australia (MFAA), Credit and Investments Ombudsman Pty Limited (CIO) and Australian Institute Mortgage Management (AIMM).

Sam is the Presiding Officer of the Afrism Foundation and is an Executive Director of several companies focusing on strengthening Health Systems, Unleashing Human Potential, Research and Data Solutions, Agriculture and Tourism. He has enhanced programs in collaboration with Strategic Partners to facilitate manage develop programs for SME, BBBEE, and NGO in Corporate South Africa. Clientele with the likes of World Bank, AMREF Health Africa, Mineral Council South Africa, PWC, Emakheni, eThekweni, Durban University of Technology, Mancosa, Spar, Checkout Group and various charitable Organizations and Incubators.

Mr Reddy's adolescent attraction to the plight of people was further recognized with his work with the Aboriginal Land Council and the Elders of Jabiluka and Amnesty International whilst in Australasia resulting in his drive to becoming the first Non White Franchisee of Dale Carnegie in Africa in the history of the 103 years of operation, in 2015 he was awarded the Service Badge by DCA in Atlanta, USA. His realization that Africa, in particular South Africa has an unleashed potential of human capital and empowerment has enhanced his dedication to change the mind-sets of generations to come. The results from making shift happen in people participating in the voyage of self – development, awareness and realization has been an amazing reward.

Dr Sandy Pillay

Dr Sandy Pillay is a medical doctor and occupational medicine practitioner who has spent the past 15 years in research and teaching in infectious diseases with a focus on HIV, TB and related conditions. He has an Occupational Medicine, Public Health and HIV/TB clinical management background. He developed and coordinated the post-graduate HIV program at the University of KwaZulu Natal (UKZN) and has many years of experience in community development work. Dr Pillay has led various occupational health programs with a focus on infectious diseases. He was the head of the Global Fund HIV corporate program and is currently the lead sub-recipient for the Global Fund's TB in the Mining Sector (TIMS) grant.

Dr Pillay was funded by World Bank to co-author a paper on Pandemic Preparedness in Africa. Using this as a basis, he has been involved with designing pandemic preparedness plans for the corporate sector following the COVID-19 pandemic. Dr Pillay has an interest in Behavioural research and interventions – he is widely published in this field. He was the SA leader of an international team which conducted ground-breaking research into behaviour and risk-behaviour reduction among HIV-infected people in KwaZulu Natal province. Dr Pillay has used this expertise to implement workplace programs to address infectious diseases including HIV, TB and COVID-19.

Dr Pillay is head of RUBIC Health Consulting which, together with behavioural scientists from University of Connecticut and Centre for Addiction and Mental Health in Canada, has researched, designed and implemented behavioural programs for the workplace.

He is also joint head of a National Institutes of Health-funded HIV and TB research Unit based in Durban and was the Principal Investigator of the prestigious Medical Education Partnership Initiative (MEPI) grant at UKZN – an NIH/PEPFAR-funded grant aimed at improving the quantity and quality of medical graduates and promoting locally relevant research. Dr Pillay is Director of the Enhancing Care Foundation, a research institute of the Durban University of Technology (DUT).

Dr Moise Muzigaba

Dr Muzigaba is a research, monitoring and evaluation (M&E) and strategic information (SI) expert based in South Africa. He holds basic and advanced degrees in Sciences (BSc) program evaluation (MPhil), public health (MPH), epidemiology and biostatistics (PHD), and has been working in the field of evaluation and research for over 10 years, firstly in academia, and more recently in the NGO sector. Through dint of both collaborative and independent initiatives, he has worked on several health and development projects, within the domain of evidence-based programming, result-based management, programme outcome and impact evaluation, as well as pure quantitative and qualitative research. Apart from his expertise in the use of traditional evaluation and research methods, he is also passionate about and is skilled in data science and data visualisation, including dashboard development. He is also proficient in the used of statistical analysis software such as R, Stata, SPSS, Tableau and Epi-info.

His technical skills in research and evaluation include designing and conducting randomised controlled trials, systematic reviews for evidence-based programming, propensity score matching and difference-in-difference methods for estimating programme impact, theory-driven & variable-oriented evaluation techniques and the application of these in structural equation modelling, interrupted time series design for impact evaluation, other quasi-experimental evaluation studies, mixed methods designs, qualitative methods for implementation & impact evaluation, evaluation designs for training/capacity building programs, longitudinal and cross-sectional research designs, and operations research / implementation science. He led an outcome evaluation of the SHAWCO Saturday school programme, a professionally run educational intervention hosted by the University of Cape Town, which engages with more than 200 grade-12 Cape Town-based learners. The learners received remedial teaching in Mathematics, Physical Science, English, Life Science and Accounting, as well as life skills intervention and career guidance workshops to facilitate their entry into the University of Cape Town and pursue science-oriented degree programmes. He was also the data analytics consultant for an impact evaluation of the Mr Price SA's technology in education project in rural and peri-urban settings of KwaZulu-Natal province.

Dr Muzigaba has also led or been part of several implementation, outcome and impact evaluations outside the education sector, including impact evaluations of public health projects funded by the World Bank, the South African National Research Foundation (NRF), Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), and the chamber of mines of South Africa, to mention but a few. He has thus far published 10 evaluation and research articles in both local and international peer-refereed journals (8 articles as first author) and 3 book chapters in international publishing houses, including NOVA and Springer Publishers. He has delivered 17 oral presentations at both local and international research conferences and symposia, 10 of which were international presentations. He is a reviewer of two international journals (Journal of International Research in Medical and Pharmaceutical Sciences & Journal of Advances in Medicine and Medical Sciences), and has just joined an editorial board of another international journal (Global Perspectives on Medical Sciences).

Meet The Healthucation Team

Dr Razia Khan

Operations with Socio academic background. She has experience at analysing, adjusting processes to enable efficiencies and in managing multiple organisational process flows. Her passion for educational technology for training and development and on improving leadership towards more effective social and environmental sustainability. She has been involved in youth entrepreneurial community projects and has also created entrepreneurial content that is studied at master's level.

Ms Ramona Reddy

With a background in Financial Services and in international event and coordination management for the last 10 years. With a history in operations management and setting up of systems and protocols has aided in the development of procurement services. Implemented and created management processes and inducted training programs to implement sustainable development in organizations in local and international markets. Her extensive understanding of social engineering and communicating in the digital age brings a new approach to Marketing implementation and engagement of the millennial shift.

Ms Prithashani Naidu

Ms Naidu is a Speech and Hearing Therapist with an interest in Education and Community Development. She has been involved in community projects for the past 20 years, having developed teaching programs for health science students for application in rural communities. Her background in speech therapy and audiology has assisted in her involvement in curriculum development for this community education. She has been employed by the Department of Public Health at the University of KwaZulu Natal where she continued her educational curriculum development involving post-graduate students in health management.

Ms Malusha Namulalla

An attorney with a passion for developing youth and communities, Malusha sound practices in compliance, legislation, risk management and contractual law is pinnacle in forging the foundations of alliances with emerging markets. A member of KZN Law Society and the Compliance institute of South Africa her knowledge and expertise in enhancing best practices

Mr Anban Pillay

It is about Controlled environmental systems – it allows us to control the conditions of the growing environment to suit a specific need to maximise yield. With our challenges local and globally, ours are one in the same, drawing from a background in the industrial engineering supply field almost all improvements come from simplification of design, streamlining process and procedures. Anban's passion of environmental systems and Project Management. I designed a versatile system to train myself in agribusiness after extensive study and certification in project management, hydroponics, permaculture, aquaculture, aquaponics, waste transformation, urban agriculture and vertical farming including circular economic design.