

# HERE'S TO WELLNESS



SWAZILAND PUBLIC SERVICE HEALTH & WELLNESS NEWSLETTER | APRIL - JUNE 2015



## Workplace Wellness In The Public Sector

**IN THIS ISSUE:** THE ROLE OF E.A.P. IN DEVELOPMENT UNUSUAL | DIABETES & IMPOTENCE |  
SETTING MEN FREE FROM THE "MAN BOX" | HYPERTENSION & HIV / AIDS | BODY MASS INDEX - FAT MATTERS |  
PSYCHOLOGY WITHIN WELLNESS | DUNKYLAINIE FITNESS TAEBO | PSHACC REGIONAL RESPONSE | + MORE



## ABOUT PSHACC

The Public Sector HIV & AIDS Co-ordinating Committee (PSHACC) is a core unit under the Ministry of Public Service with a focus on the development of a healthy and proactive workforce free of HIV/AIDS challenges and other workplace stressors within Government Ministries & other public offices.

## VISION

To ensure that the Government for the Kingdom of Swaziland has a healthy and proactive workforce that is free of HIV / AIDS and effectively delivers public services.

## MISSION

To prevent, mitigate and control HIV/AIDS infection amongst the public sector through effective guidelines to ensure coordination, implementation, monitoring and evaluation of HIV/ AIDS programmes and services in the public sector.

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### **Publisher**

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### **Design & Layout**

Barcode Creative (PTY) LTD

### **Printer**

Printpak (PTY) LTD

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**Diabetes  
Complications P. 13  
Affecting Men.**

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## DISCLAIMER

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**J**une 2015 is exactly six years since the Public Sector HIV/AIDS Coordinating Committee (PSHACC) started its first implementation of activities in June 2009. A major part of these activities were driven by a committed group of wellness coordinators who have done everything humanly possible to improve the health of their colleagues at the workplace. We salute them. As I write this article it is sad to note the loss of one our committed Wellness Coordinators who was based at the Ministry Of Housing and Urban Development make Phindile Fakudze. May her soul rest in peace. She joins other heroes and heroines who have fought the battle against chronic illnesses in the public sector.

To date the PSHACC Directorate has given birth to the Public Sector Wellness Program which provides a comprehensive workplace wellness response beyond HIV/AIDS. The Ministry Of Public Service reaffirms its commitment in ensuring a smooth transit to the country's vision 2022 first world status driven by a healthy and productive public service. To achieve this vision the program through support from United Nation agencies, NERCHA, Government departments and other developmental partners is undergoing internal restructuring of systems and policies for effective and efficient delivery of workplace wellness services.

In the past two decades the world of work was held under siege by the HIV and AIDS scourge. The fight against HIV and Aids in developing countries like Swaziland has been complicated by the re emergence of TB and the increase in non communicable diseases that undermine the current gains achieved by the response to HIV/AIDS. Worth noting is the core existence of HIV and these diseases and the effects they have in the overall treatment of those infected and affected. There is also growing fatigue on issues around HIV/AIDS. Donor funding is also dwindling and the populace is already thinking we are done with HIV. It is therefore paramount for us at PSHACC to ensure that HIV/AIDS remains an important agenda item of government. This will be achieved through the mainstreaming of HIV/AIDS programmes into the core business of government especially in the human resource policies, public sector budget and service delivery systems.

It is our observation at PSHACC that the numerous successful strategies and initiatives implemented in the response against the HIV/AIDS epidemic form a good foundation for the development and implementation of workplace wellness programmes. The programme has a resolve to sustain all the successful HIV/AIDS initiatives and further establish wellness activities based on these foundations.

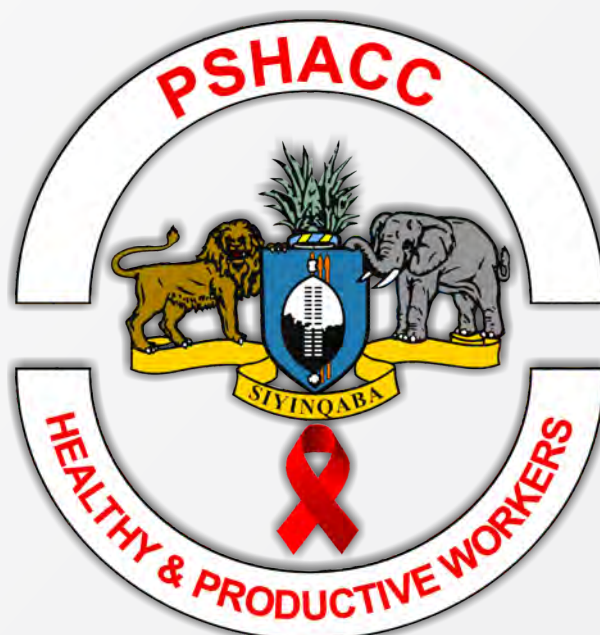
Through partnership and support from the Ministry Of Health, UNDP, ILO and other developmental partners the department is in the process of establishing an Employee Assistance Programme with strong emphasis on psychosocial support for public servants presenting with stress related

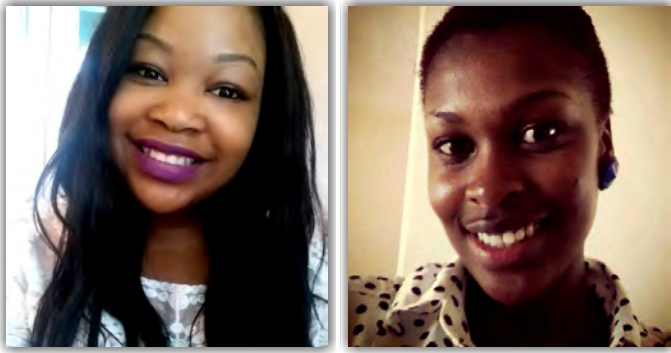
challenges at the workplace. The program is also redefining its strategy and communication models on educational and awareness programmes through technical support from the International Labour Organisation's wing on HIV/AIDS at the world of work. Last but not least there is growing demand for the revival of support groups for people dealing with chronic illness including HIV/AIDS in the public sector and this process is supported by NERCHA.

As we celebrate our sixth year of operation we would like welcome all officers that have been deployed to us for different projects at PSHACC. We also appreciate the support we get from management and authorities across government in the delivery of our services. There are still challenges with certain ministries and departments which we hope to overcome in the near future. Wellness is still our business as strive for a healthy and productive business.

*Richard Phungwayo*

DIRECTOR: Public Sector HIV/AIDS Coordinating Committee





## EDITOR'S NOTE

Why do some companies have workers that are loyal to the organization and give 100% to ensure that output is at optimum levels, while others are simply the employer of last resort? This is one of the core areas that we focused on when putting together this edition. Employee Assistance Programs are the solution to issues of presenteeism and absenteeism because at their core is the understanding that successful businesses are built on great people. Simply put, your staff are your business. For many years the focus on health matters revolved around the issue of HIV/AIDS and the disease burden that came with it. However, the move has shifted the world over to focus on chronic illnesses such as diabetes, BP and cancer, which brings forth the issue of disease management. As much as HIV/AIDS is still an epidemic in our country, our people are dying from all the other diseases and the wellness and disease management system seeks to open our eyes to the "bigger picture". PSHACC, therefore, introduces the Employee Assistance Program (EAP) as part of its wellness program, which seeks to take care of our civil servants holistically looking at all the eight dimensions of wellness with particular focus on stress and depression.

In line with Vision 2022, the Government of Swaziland hopes to be the preferred employer. Being an organization driven by excellence comes at a cost. The government needs to promote personal development but must also give employees more responsibility and reward them handsomely

whilst making sure that all of their basic needs are met. This is where Wellness Programs come in, Cindy Shabangu, Nqobile Masuku and S'mangele Mbhamali unpack this topic from different viewpoints and speak persuasively on where and why it fits into the government agenda on pages 10, 6 and 17 respectfully.

If the purpose of work is to serve, then it goes without saying that the more knowledge and skills the employees have, the better equipped they will be to provide excellent service and complete their mandates successfully. Staff training and development should therefore always rate as a critical tool for success. From the 13th to the 17th MoPS held a Wellness Awareness Week aimed at doing just that. Wellness Co-ordinators from throughout the Ministry put their Occupational Health and Safety knowledge to the test by conducting practicals and going door to door inspecting the environment in which civil servants work, pictures are featured on page 8 as well as a write-up of the BMI results on page 17.

The Ministry of health through the wellness program under PSHACC had their Men's health month in July where they said "sidla inhloko". Now, any Swazi will attest to the fact that "inhoko" is reserved for only male members of the family and as such, issues relevant to men are discussed. We say "halala" to all the men that took time to learn about health issues that affect them. We are certain that these exemplary men will participate in increasing their personal health status and that of their families. In line with this, we feature articles from Samora Makama and Diabetes Swaziland as well as pictures that highlight the resounding success that the Mens's month's events were on pages 14 and 15. It is time that Men, as the head of the family, take lead in health matters. We need our men to lead the family in all aspects and not leave health matters simply as "tintfo tebafati", yindzaba yetfu sonkhe.

Thank you and here's to wellness! We hope you enjoy reading this issue as much as we have enjoyed putting it together for you!

*K. Dlamini + B. Makhubu*

# MEN'S HEALTH MONTH THROUGH THE PSHACC LENS...



# ILO & PSHACC

## Tackling Wellness, HIV and TB in the Public Service:

USING ILO RECOMMENDATION No. 200



**Story By: Simphiwe Mabhele**

(Article Published in Here's To Wellness August 2014)

The impact of HIV and TB on workers cannot be underestimated. The International Labour Organisation (ILO) is calling upon all sectors of the economy to continue to address issues related to HIV and TB in the workplace. The public sector is not immune to the problems linked to HIV and TB, particularly because most Governments worldwide are the largest single employer. In Swaziland alone, the Government employs more than 36 000 public servants who are deployed in various ministries and departments whose mandate links them to different sectors of the economy.

Through PSHACC, a number of Government ministries and departments have advanced in addressing wellness issues, HIV and TB in their workplaces in line with the National Strategic Framework. PSHACC is collaborating with ILO to develop and strengthen policies and workplace programmes that address wellness, HIV and TB in the public service. The ILO is the lead UN agency for HIV/AIDS policies and programmes in the world of work and private sector mobilization. The ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS) play a key role in the HIV/AIDS global response through workplaces. HIV/AIDS is an integral part of the ILO's Decent Work Agenda.

ILO/AIDS also contributes to the UN Millennium Development Goals by achieving universal access to HIV prevention, treatment, care and support. As a cosponsor organization, the ILO contributes towards the outcome based framework of the Joint UN Programme on HIV/AIDS (UNAIDS) and

to the priority areas identified by UNAIDS. The ILO mobilizes governments, employers and worker organisations through its tripartite structure and builds on a long-lasting experience in creating jobs, protecting the rights of workers, opposing discrimination and improving social protection, occupational safety and health.

Through collaboration with the Swaziland Business Coalition on Health and AIDS (SWABCHA), the ILO provided support to strengthen Wellness, HIV and TB workplace programmes in the private sector. More than five private sector enterprises, including MTN Swaziland, NEDBANK, Giant Clothing, Swaziland Standards Authority (SWASA), and RSSC improved their wellness workplace programmes through this collaboration. Some of these enterprises were part of the inspection conducted by the Ministry of labour and Social Security following a training conducted by the ILO on mainstreaming Wellness, HIV and TB into labour inspection.

In 2014 the Ministry of Labour and Social Security in Swaziland launched a Ministerial Workplace Wellness Policy for its staff located in different offices. The Minister of Labour and Social Security, Hon. Winnie K. Magagula presented the policy the Ministry's recognition that the HIV and TB epidemics, including all other chronic medical conditions have affected productivity and quality service delivery within the ministry. Therefore, the MLSS Wellness Workplace articulates the position the ministry has taken to address the impact of HIV, TB and other related medical conditions.



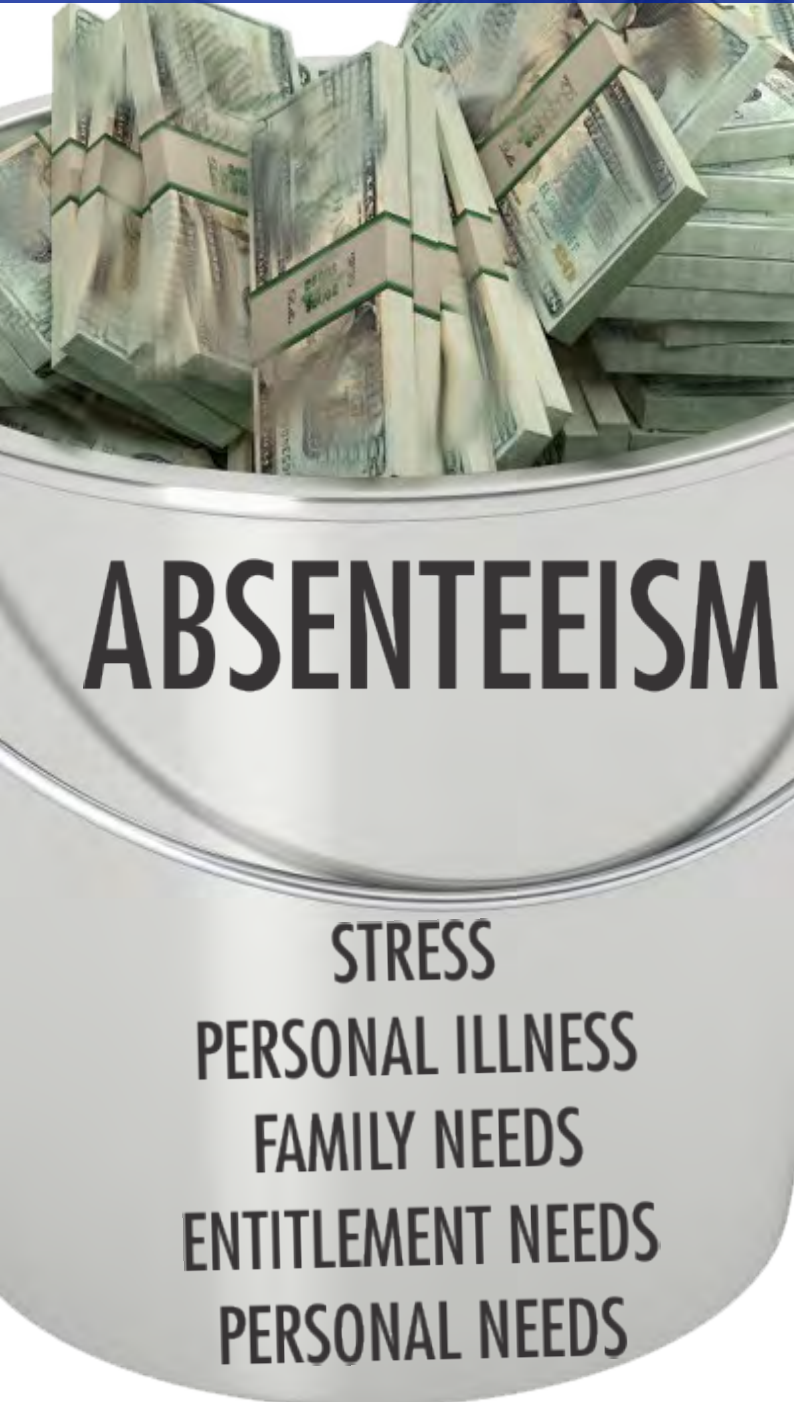
**“Rest when you're weary. Refresh and renew yourself, your body, your mind, your spirit. Then get back to work.”**

**- Ralph Marston**

# Workplace Wellness In The Public Sector



Story By: Nqobile Naomi Maseko  
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*...out of concern about the impact of chronic disease on employee health and well-being, employers are adopting health promotion and disease prevention strategies, commonly referred to as workplace wellness programs...*

The mission of wellness in the workplace is 'to coach employees through various channels in self-responsibility and lifestyle behaviours that influence one's health, quality of life, work performance and health care use throughout a lifetime', as defined by Rothman Howard in 1990.

Initially the wellness program in the workplace was a response to HIV and AIDS which was killing great numbers of the population, particularly in the productive years of 15-49. The problem with HIV in the workplace was more than just the death of employees; it brought with it increased family responsibilities, illnesses, stress, absenteeism and an overall drop in employee productivity. All efforts and resources pertaining to employee wellbeing were focused on addressing this scourge which threatened the productivity and existence of organisations and even economic sectors.

Circumstances are changing fast in Swaziland and other countries with economic development and urbanization altering lifestyles. Over the last several decades, an epidemic of "lifestyle diseases" has developed in the world. Unhealthy lifestyles, such as inactivity, poor nutrition, tobacco use, and frequent alcohol consumption, are driving up the prevalence of chronic disease, such as diabetes,

heart disease, and chronic pulmonary conditions. These chronic conditions have become a major burden, as they lead to decreased quality of life, premature death and disability, and increased health care cost. Furthermore, although chronic disease was once thought to be a problem of older age groups, there is a shift toward early onset that adds to the economic burden, because of illness-related loss of productivity due to absence from work (absenteeism) and reduced performance while at work (presenteeism).

These changes have necessitated that wellness in the workplace become more than HIV and AIDS to include other issues usually resulting from employee lifestyle choices leading to absenteeism. The workplace has had to acknowledge that the 'agenda' in the wellness arena is no longer just about HIV/AIDS; but understand that a 'holistic' approach is required to ensure that the most important asset in business, the workforce, continues to bring positive returns to the company.

In the same manner in which the world has since found real solutions to this dramatic problems caused by the HIV scourge; the search is on for an equally real solution to the increase in the prevalence of chronic lifestyle

diseases which are the new threat to workplace productivity. The solution will result from an integrated wellness approach where body, mind and spirit work together for lasting solutions.

Today, out of concern about the impact of chronic disease on employee health and well-being, employers are adopting health promotion and disease prevention strategies, commonly referred to as workplace wellness programs. Workplace wellness takes advantage of employers' access to employees at an age when interventions can still change their long-term health trajectory by offering programs to improve the health and well-being of their employees, increase their productivity, reduce their risk of costly chronic diseases, and improve control of chronic conditions. To counter the trend of increasing burden of disease, employers are adopting health promotion and disease prevention strategies, often referred to as workplace wellness programs.

The employer's wellness program has two components: a lifestyle management program and a disease management program. The former focuses on employees with health risks, such as smoking and obesity, and supports them in reducing those risks and preventing the development of chronic conditions. In contrast, disease management is designed to help employees who already have a chronic disease. The goal is to help these employees take better care of themselves—for example, by reminding them to take their prescribed medications or communicating gaps in care, such as missed lab tests, to their physicians.

**DEFINING WELLNESS**

A state of complete physical, mental, and social well-being and not merely the absence of disease and infirmity" (WHO, 1948). It is also defined as process of becoming aware of wellness and actively making choices towards optimal living. Under the wellness program, employees are capacitated and encouraged to make a difference through making the correct choice and it is hoped that the benefits of the program will filter from the workplace into the home, community and ultimately world. Workplace productivity programmes help employees strike a good balance between work and personal life.

**WELLNESS IN THE SWAZILAND PUBLIC SERVICE SECTOR**

The Swaziland public sector currently has approximately 37 000 employees, all with differing wellness needs that may directly or indirectly affect their productivity in the workplace. The public sector is encountering a situation wherein "Human life has fallen into a quagmire of apathy, unconcern and a shoulder shrugging 'who cares' attitude to life. To many people life seems so threatening and the future so bleak, that a frenzied search for quick-fix miracle cure and instant gratification – with its inevitable pendulum swing to hopelessness, helplessness, illness and depression – has become the complexity of our time' (Dr Arien van de Merve, Celebrate Life!). The onus is now on the employer to help the employees unknot themselves from this perilous tangle of issues that threaten their very existences to the point of even considering suicide as the only option out.

The Public Service HIV and AIDS Coordination Committee (PSHACC) is the government body that has the huge responsibility of developing and overseeing the implementation of the public sector employee wellness program. Initially the committee's responsibility was for the dissemination and implementation of HIV and AIDS information, policies and programs, but has now shifted as HIV/AIDS is no longer the biggest contributor to

government's burden of disease. This has necessitated that PSHACC move from an HIV/AIDS management program to a holistic wellness program. This move does not mean that there has to be a stop in the wheels of the program but instead that the program has had to reassess, re-strategize and reconfigure the system and if necessary change direction to ensure the effectiveness of the program in addressing employee wellness needs.

A growing body of evidence tells us that there are a number of interrelated factors that influence our health. These factors, called the determinants of health, include: income and social status, support networks, education, employment, working conditions, personal health factors and coping skills. The determinants of health form the foundation of a healthy organisation. These determinants determine the 8 different dimensions of wellness namely;



- EMOTIONAL** – Coping effectively with life and creating satisfying relationships
- FINANCIAL** – Satisfaction with current and future financial situations
- SOCIAL** – Developing a sense of connection, belonging and a well-developed support system
- SPIRITUAL** – Expanding one's sense of purpose and meaning in life
- OCCUPATIONAL** – Personal satisfaction and enrichment derived from one's work
- PHYSICAL** – Recognising the need for physical activity, diets, sleep and nutrition
- INTELLECTUAL** – Recognising creative abilities and finding ways to expand knowledge and skills
- ENVIRONMENTAL** – The ability to recognize our own responsibility for the quality of the air, the water and the land that surrounds us.

A balance in these dimensions through differing interventions and strategies enable an individual to find balance in the mind, body and spirit which is summarised as being well.

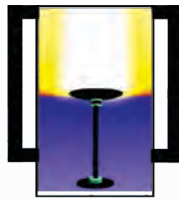
It is therefore necessary that PSHACC have in place a system for identifying the wellness needs of the public sector, develop targets and objectives in line with these identified needs, have processes and procedures in place for program implementation to ensure that resources are used adequately and develop a monitoring and

evaluation tool to identify and assess outcomes and impact of the system as an indicator of the programme's effectiveness. This system has to be developed within a framework that encompasses best practices in the implementation of management systems and ultimately culminating in certification to the management system as proof of conformity as an indicator to all stakeholders that the Swaziland Government is an employer who cares about her greatest asset; the people.

## MINISTRY OF PUBLIC SERVICE

### WELLNESS AWARENESS WEEK: OCCUPATIONAL HEALTH & SAFETY





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# THE ROLE OF E.A.P IN DEVELOPMENT UNUSUAL

“Development unusual, advancing businesses towards vision 2022” raising performance and productivity to the next level, with the Swaziland government viewed as the preferred employer by aiming towards total employee wellness through the Employee Assistance Programmes (EAPs).



**STORY BY:** *Cindy Shabangu*  
*MSD Senior Analyst*

Whatever our constituencies, we all need to be committed to making wellness a top national priority. We need to work together to transform the current system to one that is people centered and invests in employee wellness.

A number of studies on the performance levels in the civil service suggest that a variety of factors need dramatic address if the Workplace Wellness Programme is to effectively influence the health and productivity of employees in the public sector. Among the areas of concern, four strategic themes have been identified as areas that need urgent attention with a view to influence the political environment, legislative and regulatory framework for growth and innovation.

The Workplace Wellness Programme has evolved within both the public and private sectors. Employers strive to enhance the health, quality of life and improved performance of their employees by collaborating with various internal and external organizations to nurture a work environment conducive to a healthy lifestyle on and off the job. It is at this juncture that the government of Swaziland has come up with innovative integrated approaches, by mainstreaming HIV prevention, care, treatment and support into the Wellness and Employee Assistance Programs. The aim of this initiative is to increase sustainability and reduce stigma attached to disease, while focusing on the overall health and wellbeing of employees. This initiative will help to address one of the major challenges posed by the epidemic in the world of work which is absenteeism and its associated costs.

The Swazi Government therefore has decided to emulate the good and

effective practices of other workplaces that provide EAPs by placing on-site psychologists to ensure that employees receive appropriate counselling and support where necessary. Employees and their family members will use EAPs to manage issues such as substance abuse, distress, healthcare, work and personal relationships by addressing the 8 dimensions of wellness namely; financial, emotional, physical, spiritual, social, occupational, intellectual and environmental. In these dimensions leads to high levels of stress which has a bearing on productivity and performance levels.

It is therefore the esteemed wish of the Ministry of Public Service as the forerunner on service improvement programmes and responsible ministry for upholding organizational effectiveness and efficiency in the public sector that a collaboration with ministries and departments, enables all players to achieve a new customer-centric vision of providing convenient and reliable services to customers across all the delivery channels by applying this relevant and innovative management technique, the EAP.

This therefore is the task at hand, “ensuring employee wellness in order to advance businesses towards vision 2022.”-pack in which leading to healthier lives for men and their families.

## Employers strive to enhance the health, quality of life and improved performance of their employees...



**CONTACT THE E.A.P OFFICE FOR MORE INFORMATION ON EMPLOYEE ASSISTANCE PROGRAMMES**

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# Employee Assistance Program

Working Towards Total Wellness

## ABOUT US

The Employee Assistance Program (E.A.P) is a counselling, advisory and consultancy service offered to all Ministries and Departments of the Government of Swaziland, which is funded by the employer and designed to help employees with personal and work related problems.

This service is offered through the Public Sector Wellness Program under the Ministry of Public Service and focuses on wellness related factor concerning Civil Servants.

We offer professional services that ensure positive workplace practices, guaranteed confidentiality and reputable referral linkages.

The EAP recognises, counsels and rehabilitates distressed employees with the aim of resolving personal and work issues so as to enhance employee and workplace effectiveness.

## OUR FOCUS

- | Psychological Problems | Physical Problems | Work-Related Stress | Job Boredom | |
- | Chronic Condition Support Groups | Chemical Dependency | Depression |
- | Marital and family problems | Financial problems |

## SERVICES OFFERED

- | Face-to-Face Counselling | Telephonic Counselling | Team Building |
- | Psychological Education Training | Financial Stress Management |
- | Professional Referrals | Trauma Management | Staff Motivation |



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# MONEY

THE **BIG FIVE**  
SECRETS OF  
MONEY  
MANAGEMENT



## How does Old Mutual give back to the community?

### LET'S TALK ON THE MONEY BIG 5 SECRETS OF MONEY MANAGEMENT

#### WHY THE 'ON THE MONEY' APPROACH TO MONEY MANAGEMENT?

Old Mutual's research has shown that poor financial habits are at the root of poor money management. Many people know what to do - they have basic knowledge and motivation - but they wind up not doing it.

'ON THE MONEY' targets this by helping people see how easy it is to start new habits and break old approaches. By focusing on actual behaviour change, Old Mutual is putting a considerable investment into breaking the cycle of generational poverty. The On the Money series concentrates in particular on helping people of limited financial resources to get into saving habits, and get out of debt traps.

#### OBJECTIVES OF THE PROGRAMME:

- How you can break old habits that get in the way of financial stability, and establish worthwhile new ones.
- The habit of pro-active saving - the basis of all good money management.
- How to get into the habit of creating powerful, clear and specific short, medium and long-term visions that are realistic, achievable and inspiring.
- How to get into the habit of charging down your debt as fast as possible.
- How to get into the habit of protecting your assets and growing your wealth through wise investments.



#### THE SECRET OF THE LION

**The lion eats first - ahead of the pack.** You too should 'eat first' by arranging an automatic deduction from your salary at the very start of the month, before you spend anything.

Most people try to save from what is left over after their daily spending. The secret of the lion encourages a new, pro-active habit, giving meaning to the idea of 'taking the Lion's share'.

Included in this module are learnings about the different saving vehicles, and about how to use debit or stop orders to achieve automatic discipline and regularity to your new saving habit.

**The module also looks at how much you should ideally be saving at different stages of your life.**

Once you are in the habit of 'eating first' you need to think carefully about the pros and cons of various methods of saving.

#### THESE INCLUDE:

- An Old Mutual investment plan
- A savings account at a bank
- Notice deposits
- Fixed deposits
- The savings club or Stokvels method



#### THE SECRET OF THE LEOPARD

The leopard never lets its prey out of its sight, patiently planning and moving towards its goal, never backing off, and staying focused.

**'Of course I have a goal for my future - I want a better life'**

Does this sound like you? To succeed, you need more concrete goals than this, and you need to back your goals with good plans. The module also looks at how much you should ideally be saving at different stages of your life.

**What is your vision of your financial future?**

#### THE SECRET OF THE LEOPARD SHOWS YOU HOW TO:

- Make your financial goals vivid, inspiring, but also concrete and achievable.
- Develop a plan to achieve your goals.



**OLDMUTUAL**

Do great things

- Get the support you need from others to achieve your goals. Research shows that you are much more likely to succeed if you can ask someone to check in with you and encourage you from time to time.
- Do each of these steps, and you will be well on your way to achieving your goals.



## THE SECRET OF THE ELEPHANT

You know the saying, 'The elephant never forgets'. Its knowledge, aided by its memory, is its power.

Knowledge is also power for financial planning. If you don't do a budget at least once a year, you won't know if you have, or could get, any spare cash to increase your savings, or reduce your debt. Only a budget can give you that powerful knowledge.

### IN THIS MODULE, THE ELEPHANT SHOWS YOU HOW TO:

- Learn what you earn, know what you owe and comprehend what you spend.
- Use this information wisely to plan your spending in the future so that you can reduce debt, or save more, or both.
- Get into the habit of doing an annual budgeting exercise on the same day each year, just as our Finance Minister does an annual budget for the country.
- To help you get into the habit, the module outlines a few simple steps to creating a really useful personal budget.

#### STEP 1: Learn what you earn

Understand your salary slips and bank statements so you know exactly what is coming 'in'.

#### STEP 2: Know what you owe

Record your expenses carefully, so you know exactly what is going 'out'.

#### STEP 3: Draw your future budget

Set new targets and limits for certain items.

#### STEP 4: Review your budget

At the end of each month, compare your budgeted expenses to your actual expenses.



## THE SECRET OF THE RHINO

The rhino's weapon is to charge when confronted by danger. When threatened, it works out what its biggest threats is and charges it down, taking swift control of the situation.

This module looks at how you can always get into the habit of reducing debt fast, and using debt wisely. Debt is only dangerous if you don't manage it carefully and reduce it as quickly as you can.

### GET OUT OF DEBT – STEP BY STEP

Make sacrifices in the short term and charge down your debt. These steps can be helpful:

#### STEP 1: Face the problem

Know how much you owe.

#### STEP 2: Share your problem!

Who can support you while you charge down your debt?

#### STEP 3: Adjust your budget

Revise your budget, so you reduce your spending on just a few items each month. You then use the money you save to charge down your debt faster. You will always find there are one or two places you can cut down a little.

#### STEP 4: Create strategies to deal with your debt

You have to work out which debt poses the biggest threat. This is often not the biggest debt you have, but the one with the highest interest rate. You need to charge that one down the fastest!

#### STEP 5: No new debt!

While you are charging down your debt, learn how to stop yourself from incurring any new debts.



## THE SECRET OF THE BUFFALO

The mighty buffalo steadily grows its herd, and diligently protects all the members of its family by finding strength in numbers.

In this module, you'll discover how to get into the habits of investing in careful, well-planned, but effective investment products. You'll find out amazing ways to pool your strengths with others, in the form of simple insurance for your assets, including protecting your own earning power.

The Secret of the Buffalo allows you to understand the three critical elements of any investment: the level of risk, the rate of return, and the amount of time you have to invest.

This module also looks at how to use various kinds of inexpensive insurance to break the cycle of poverty.

## KNOW YOUR RIGHTS. YOUR ADVISER MUST...

- Conduct a needs analysis.
- Protect your best interests.
- Give you enough information so that you can make an informed decision.
- Disclose the commission and admin charges upfront.
- Make sure you fully understand all the terms and conditions of your policy.
- Provide you with all the documentation within 30 days.

Once your investment and net worth start growing, you need to look at ways to protect your assets. These will include Investment Plans, Life Insurance, Disability Insurance and Retirement and Endowment policies.

## FOR MORE INFORMATION, CONTACT

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# MALE IMPOTENCE: A DIABETIC COMPLICATION

Article By: Diabetes Swaziland



**D**iabetes mellitus (DM), also known as diabetes, is a group of metabolic diseases in which there are high blood sugar levels over a prolonged period. Most of the complications of Diabetes Mellitus are a result of the persistently high blood sugar which damages blood vessels, nervous tissue and the immune system. This high blood sugar produces the symptoms of frequent urination, increased thirst and increased hunger. Untreated diabetes can cause many complications. Seriously long term complications include heart disease, stroke, kidney failure, ulcers, **IMPOTENCE** and damage to the eyes.

## LINK BETWEEN DIABETES AND IMPOTENCE

An erection occurs when sexual stimulation or excitement causes nerves to release signals. These signals allow more blood to flow into the penis, causing it to stiffen and enlarge. The reduced function of nerves or blood vessels due to damage or impairment, usually by disease or drugs, causes the flow of blood to the penis to be reduced. This can prevent an erection from developing. Diabetes can result in damage to either nerves, blood vessels, or both. High blood sugar levels over a long period of time can cause difficulties either with blood supply to the penis which may lead to erectile dysfunction. Erectile dysfunction means you cannot have an erection that is sufficient to perform sexual intercourse. Many men experience short-term episodes of erectile dysfunction but, for about 1 in 10 men, the problem may continue.

According to the Canadian Diabetes Association, 50-70% of men with diabetes develop this problem. The longer a man has diabetes, the greater his chances are of developing the condition if he still fails to control his diabetes. Men with Type 1 diabetes are more likely to experience impotence at an earlier age (this is because they usually have had diabetes for a longer period of time and some usually don't control it or it is diagnosed late which may lead to impotence at early age). Men who have Type 2 diabetes (which usually develops in adulthood) may not experience the problem until later in life.

Men who notice a change in sexual functioning should consult their doctor to determine the cause and discuss treatment options.

## MANAGING IMPOTENCE

### 1. Talk about it

Many men find it extremely hard to talk about erection problems with their partner, either out of embarrassment or because they're absorbed in other issues. Talking about erectile problems is vital as not talking about it can lead to other problems such as low self esteem and decreased work productivity. Talking to your partner decreases relationship problems which may emanate from your partner thinking that you have lost interest in them.

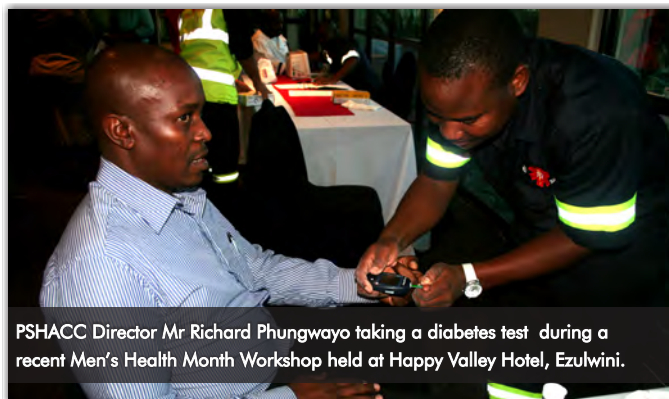
### 2. Treatment

There are many treatment alternatives for erectile dysfunction that you should discuss with your doctor. Treatments depend on the cause of the erectile dysfunction, which may include:

Psychological causes – Behavioural therapy and counselling can be successful in helping you manage stress in your life, particularly if your partner is involved.

Physical causes – there are several possible treatments, depending on the physical cause. If the problem is related to nerve damage or poor blood supply, options include medications, vacuum devices or surgery.

If the cause of the impotence is treated it will often improve or come right. If the cause can't be treated, there are still a number of treatments available that will result in your being able to get a satisfactory erection.



PSHACC Director Mr Richard Phungwayo taking a diabetes test during a recent Men's Health Month Workshop held at Happy Valley Hotel, Ezulwini.



**For More Info or Assistance With Diabetes & Related Matters, Contact Diabetes Swaziland On:**

Tel: +268 2505 3457 | Cell: +268 7605 7846 | Email: [dumsile@diabetesswaziland.org](mailto:dumsile@diabetesswaziland.org) | Find Us On 

Office 12, 1st Floor, Enguleni House, Mahleka House, Manzini, Swaziland | P.O. Box 6820, Manzini, M200

# SETTING MEN FREE FROM 'THE MAN BOX'



**STORY BY:** Samora Makama  
*Men in Action Against Violence and Abuse*

**H**ave you ever asked yourself what will happen if men and boys were able to share their weaknesses, failures without fear of victimization from society? Well I have. I'm talking about the man who was told to go for anything he wants when he was growing up, the heir, the one who was told that big boys don't cry. Today he is an old man, he might be the managing director or CEO of your company, the "superman" to his family but under that nice suit, there is a crying little boy that was never given a chance to be himself. Our men today are lost, ashamed, traumatized, and lonely because they avoid femininity.

1. **Lost** - As women are increasingly taking their rightful place in the world, young men are left depressed and isolated
2. **Ashamed** - Impossible societal expectations- strong enough, smart enough, or confident enough. They wear a mask that says 'everything is okay', which may cause anger and violence.
3. **Traumatized** - most young men are traumatized, they live in hidden fear; they are always armed and ready to defend themselves. They have been bullied and they try to toughen up. They transfer pain to their children and partners hence they have little capacity for empathy.
4. **Lonely** - they are out of touch with reality but try not to show it. Loneliness is an admission of needing others, a trait better suited for teenage girls and old people who are not 'real men'
5. **Avoiding Femininity** - male socialization still trains them to be aggressive and violent. Displays of femininity open men to ridicule and humiliation. Anything girly is to be avoided.

One cannot blame men on this one because they are products or should I say victims of a system bigger than them called patriarchy which dictates how man should behave. I have already listed some of the things that lead to the turmoil that so often typifies men's lives, but here let us look at some of the things that are expected from men in a patriarchal society.

**Make Money** - In a patriarchal society, a 'real man' will be defined by his finances. Society expects men to be rich while women are expected to be beautiful, thus limiting their potential as well. I always ask some men and boys during our sessions, how easy it would be for them to propose to a woman that is already financially stable; most of them believe it is very difficult to stay with a woman that already has financial power because they feel their male power position is being challenged. Making less money than their wives will have others questioning their masculinity. Get me right on this one, I also

believe in hard work, but what will happen if you were to marry a woman CEO and you were just an ordinary driver or messenger? Are you going to limit yourself to that 'man box' where you feel your manhood has been tampered with? No, times are changing and it is only the flexible that will survive. Under this society everyone has the same mentality including most women that is why you will still hear people saying 'hha yesisi, wondla indvodza? Meaning 'you look after your man?'

**Be A Winner** - From an early age, boys are raised and socialized to compete with other boys. We are taught to think of ourselves, watch our backs, protect ourselves and are trained as warriors to fight other men. Other men are seen as enemies. We have seen examples of this, where other men will make sure that they get a married woman from her husband because they believe he doesn't deserve her. You will hear other men saying 'loyishayile akayosi' meaning other men still have a chance at the same woman, as if she is some kind of game. We have civil wars because of a man's ego; he won't step down until he gets what he wants from other men, even at the expense of innocent civilians. We live in a hierarchical world, but if truth be told not all men dominate that world, it's only a minority when men are expected to be 'top dogs'.

**Be Physically Strong** - I believe in living a healthy lifestyle and that every man should be physically fit. The kind of fitness I'm talking about here is the one that has been influenced by the big men we see on TV; now a man is expected to be big, strong and muscular, able to lift a motor vehicle with his hands if you cannot do that you know they already have a name for you. Some men don't go to the gym because they don't care about their health but because of this crazy TV generation. It's funny how men have little, if any control over this one, because no matter how much they can work out, some men will never win because their build is naturally small, so you can't turn yourself into a John Cena or that heavyweight boxer no matter how hard you try.

These are some of the things that if unchecked, may water down every effort being done to end gender based violence, fight gender inequality and also encourage men to health seeking behavior; because they are victims of a system that breeds irresponsible and violent behaviour. If we can have men's therapy groups in communities and in the workplace this can help men to overcome unhealthy traits and develop a stronger sense of self and begin to incorporate new traits: Self awareness, authenticity, compassion, intimacy and egalitarianism. When we learn all this, it can help us out of the 'man box' and help strengthen the new man-pack in which leading to healthier lives for men and their families.

**...men today are lost, ashamed,  
traumatized, and lonely...**



# HYPERTENSION & HIV / AIDS



**Story By:** Fortunate .K Gumedze  
Wellness Corner Nursing Sister

**H**igh blood pressure/hypertension means that your blood pressure is continually higher than the recommended level, and rarely has noticeable symptoms. It is often referred to as the SILENT KILLER because if left untreated, it increases the risk of heart diseases such as heart attack, stroke.

## FACTORS CAUSING PRIMARY HYPERTENSION

- ♥ Age – the risk increases as you get older
- ♥ Family history of high blood pressure –the condition seems to run in the family. High amount of salt intake
- ♥ Lack of exercise
- ♥ Sedentary lifestyle – pertaining to sitting, physically inactive
- ♥ Overweight or obese
- ♥ Smoking
- ♥ Drinking larger amount of alcohol.
- ♥ Being an African (black)
- ♥ Drink too much coffee (or other caffeine based drinks)
- ♥ Aging
- ♥ Chronic Physical diseases and chronic mental conditions

## SIGNS AND SYMPTOMS

High blood pressure usually has no obvious symptoms and many people have it without knowing. Often diagnosis is made by chance during screening procedures or when an individual seeks medical care for other purposes, where the blood pressure will be measured.

- ♥ Persistence headache
- ♥ Double vision
- ♥ Nose bleeds
- ♥ Shortness of breath
- ♥ Nocturia (frequent passing of urine at night)
- ♥ Tinnitus (ringing sound in ears)
- ♥ Dizziness
- ♥ Nausea
- ♥ Chest pains
- ♥ Breath problems
- ♥ Irregular heartbeats
- ♥ Blood in urine
- ♥ Low libido
- ♥ Poor or no erection of the penis

## HYPERTENSION AND HIV/ AIDS

HIV/AIDS can come with a number of complications as it weakens the immune system rendering it incapable of fighting off many illnesses such as hypertension. If blood pressure remains high, it damages internal organs such as blood vessels, heart, kidneys and eyes. Hypertension falls under cardiovascular diseases and it is a risk factor of heart attack. Studies have shown that people infected with HIV are at risk of having heart attack early in their lives. Even people whose infection is well suppressed by antiretroviral drugs are also at high risk.

When the virus and the drugs attack each other they cause chronic inflammation of tissues that can lead to damage of the heart and blood vessels. They produce blood clots which can cause heart attacks and high pressure on the blood vessel walls as the blood is forced through inflamed arteries and blood vessels.

Some antiretroviral drugs and possibly HIV itself can cause lipodystrophy, lipids (abnormal fat changes) and cholesterol which block arteries resulting in pulmonary arterial hypertension. Other HIV drugs particularly protease inhibitors can cause increase in blood fats, similar to those caused by a fatty diet. Because of this, people taking antiretroviral may be at increased risk of hypertension, particularly if they have other risk factors such as a family history of hypertension, eat fatty diet, take alcohol, smoke and do not do any exercises.

Antiretroviral drugs can interact with other medication to affect blood pressure, and this can be harmful. For example, the anti-impotence drugs Viagra, Cialis and Levitra should not be taken with the full dose of the protease inhibitors ritonavir. This can cause a drop in blood pressure that can result in blackout or even in death.



Male staff from Happy Valley Hotel were given the opportunity to check their BP during a Men's Health Month Workshop held at the Hotel in Ezulwini.

Systolic and diastolic hypertensions are associated with increased heart attack risk in people living with HIV. This increased risk is present even at prehypertension level. Aggressive control of hypertension is recommended and a priority in people living with HIV. Preventing prehypertension to hypertension has to be done through lifestyle and medication and blood pressure should be monitored regularly when on antiretroviral drugs.

People diagnosed with HIV/AIDS find themselves in a stressful condition. When they are not assisted in their stressful condition, it may complicate to hypertension.

## MANAGING HYPERTENSION

- ♥ Change of lifestyle
- ♥ Cut salt intake or less than 6g a day
- ♥ Eat a health low fat balanced diet including plenty of fresh fruits and vegetables
- ♥ Be active (exercise) to prevent and control high blood pressure
- ♥ Cut down on alcohol
- ♥ Lose weight
- ♥ Stop smoking
- ♥ Drink less coffee, tea, or other caffeine rich drinks.



# BODY MASS INDEX: FAT MATTERS!!!



Story By: Kwanda Dlamini  
Email: kwanda.d@live.com

On the 15th of July 2015, PSHACC hosted a team of dieticians from the National Nutrition Council of Swaziland to conduct BMI screening on all employees of the Ministry of Public Service (MoPS) as part of the Wellness Awareness Week activities. The Body Mass Index commonly referred to as BMI is a measure of body fat based on height and weight which indicates whether a person's body weight is appropriate for your height.

### What is BMI?

The Body Mass Index (or BMI) is a way of seeing if your weight is appropriate for your height. The actual calculation is your weight (in kilograms) divided by your height (in metres) squared but it's also easy to read on the chart. BMI is divided into several distinct categories (underweight, healthy, overweight, obese or extremely obese) and generally the higher your BMI, the greater your risk of a large range of medical problems. The values are age independent and the same for both males and females.

BMI charts are calculated for adults only (separate charts are available for children's weight and heights). Inaccuracies can occur if you're an athlete or very muscular as this can give you a higher BMI even if you have a healthy level of body fat. The BMI is also not appropriate for women who are pregnant or breast-

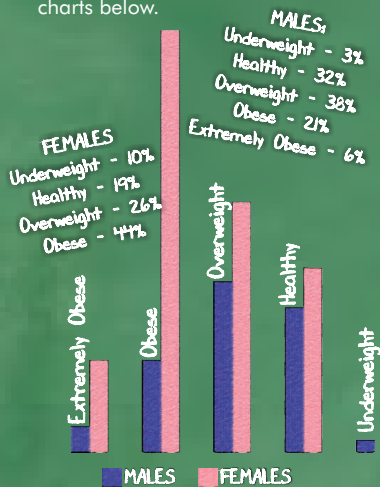
feeding as this is a temporary state and therefore the results won't be reflective of the person's natural state of being.

### The Results

There were 106 participants in total, 72 of them female and 34 male.

80.5% of the females were overweight, obese or extremely obese as opposed to only 64.7% of their male counterparts. 24 females and 11 males were healthy and there was one underweight male and no underweight females.

The results are highlighted in the charts below.



It is important to note that all participants came voluntarily, out of a willingness to know the state of their health. Thanks to everyone that came to get tested, this in turn made this initiative a success.

### CALCULATE YOUR BMI

$$BMI = \frac{\text{Weight (kg)}}{\text{Height (m)} \times \text{Height (m)}}$$

#### BENEFITS OF MAINTAINING A HEALTHY WEIGHT

- \* Fewer joint + muscle pains.
- \* Increased energy + ability to join more activities.
- \* Improved regulation of bodily fluids.
- \* Improved blood pressure.
- \* Improved sleep patterns.
- \* Reduced risk of heart disease.



## Psychology within a Wellness Programme

Wellness is a positive approach to living that emphasises the whole person. It is the integration of the body, mind and spirit which work together to create a balance called wellness. Psychology is the study of the mind and behaviour, which attempts to define how these three (mind, body and spirit) work together. The relationship between one's thoughts and feelings can be summated as "thoughts and feelings are exhibited through behaviour", that is, the way one behaves is a direct result of their thoughts and feelings. It is said that individuals are not disturbed by the events but rather the way they interpret or view those events. Psychology also strives to explain the relationship between people and their environment. In the work context, the environment (the office culture, interpersonal relationships etc) may affect the employee directly and/or indirectly therefore resulting in a shift in productivity.

An employee within the organisation is faced with various issues that weigh heavily on them. The biggest challenge for most employees is financial difficulties which result in the employee either being absent or presenting themselves at their workplace but with no productivity and low morale. Psychological services therefore play an important role of rehabilitating the employee so they may be able to return to work and return to optimal productivity.

It is normal for each individual to

experience a certain amount of stress every day; however, stress requires management as it can escalate to problematic levels. Stress is only the building block, which may lead to either burnout due too much, or too little work, depression from untreated stress and/or suicide from feelings of futility and intense sadness. It is therefore important for one to manage their stress as it determines the ability of an individual to find balance and be "well". The starting point for managing personal stress is gaining an understanding of you as an individual. This constitutes issues of self esteem, self awareness and appreciating the different social roles that one plays. Stress signals are different for the individual but common ones include headaches, neck pains, poor work performance, irritability and change in appetite. . When you feel that you are unable to manage your current stress levels, do not ignore the signs, seek professional help.

Psychologists, through therapeutic interventions, assist in managing ones stress by reinforcing positive coping skills and eliminating the negative behaviours, focusing more especially on the eight dimensions of wellness. These dimensions zero in on ones emotional, social, environmental, financial, intellectual, spiritual, physical, and academic wellbeing. This ensures that the employee is able to function optimally and produce the maximum amount of output for the employer.



Services provided by psychologists include confidential individual counselling, group counselling, couple counselling, teambuilding and sensitisations on psychology issues.

Story By: S'mangele Mbhamali  
Psychologist | smileymbh@gmail.com



# HEALTHY EATING MADE EASY...

**W**e all know how much of a hassle it is to cook and pack ourselves healthy meals these days, especially with how busy our lives get year on year.

So what I have done here is put together a few quick and easy recipes and guidelines for preparing the weeks meals in advance, with these recipes specifically targeted at for those living with diabetes (though they are great recipes for everyone to try out).

As time is at a premium these days, it is important to make and take the time to ensure that what we are putting into our bodies is healthy and provides us with all the nutrients we require.

Weekends are usually free with Sunday evenings being the least busy time for most people which makes it the perfect day to spend time in the kitchen whipping up the weeks meals in advance allowing you more time to focus on what you need to during the week.

What you will need to do is;

- Make yourself a weekly meal plan with a couple of options so as to add variety and avoid boredom.
- Ensure you have enough washable and reusable (we don't want to be adding to the pollution problem) containers and storage space for the containers in your kitchen and in your refrigerator.
- Set aside the time on the weekend to cook up your recipes and pack your meals.
- Labels for your containers. This helps to identify the contents within if frozen (colour coded containers do the trick for differentiating week days).
- Do your weekly grocery shopping on the Friday or Saturday (this allows you to do any additional emergency shopping on the Sunday morning).
- Use only Low GI whole wheat or seed bread when making sandwiches and keep a snack handy at all times.
- When baking, purchase yellow Canderel and remember to use half the recipes stated quantity when substituting it for the sugar quantity.
- Start loving cooking.
- Keep in mind that though honey is natural it should be avoided and

that many fruit contain massive amounts of sugar and that in many cases fruit juice contains more sugar in a can than a coke does.

- Avoid white and brown bread and instead go for the low glycaemic index (low GI) varieties such as whole wheat seed bread and rye bread.
- You will need the appropriate kitchen equipment in order to execute the dishes.

## WHOLESOME BURGER FOR DIABETICS

### Ingredients:

- ✓ 2 tsp olive oil
- ✓ 3 spring onions, finely sliced
- ✓ 400g tin black eyed beans, drained and rinsed
- ✓ 75g granary breadcrumbs
- ✓ 100g feta cheese, crumbled
- ✓ 2 tbsp mixed fresh herbs, chopped, eg parsley, coriander and chives
- ✓ 1 egg, beaten
- ✓ wholemeal rolls, to serve
- ✓ salad, red onions and tomato

### Method:

- 1) Heat half the oil in a non-stick frying pan and fry the spring onions for 1-2 minutes, until softened.
- 2) Place the black eyed beans in a large bowl and roughly mash. Stir in the remaining ingredients and combine well.
- 3) Divide the mixture into 6 and form each into patties or burgers.
- 4) Place on a baking sheet, brush each side with the remaining oil and chill for at least 30 minutes, or until required. Cook for 2-3 minutes on each side on a medium barbecue or grill until cooked through.
- 5) Serve in a wholemeal roll and fill with green salad, tomatoes and red onion.

### CHEF'S TIPS

- \* You could use other beans such as kidney beans, cannellini or mixed beans.
- \* Add crushed garlic and chilli flakes for extra flavour.
- \* Cut the carbs, by enjoying this veggie burger without the bun.



# DUNKYLAINÉ FITNESS TAEBO

Story By: Mzwakhe Phiri

**EXERCISING IS GOOD BECAUSE IT KEEPS THE BODY STRONG AND HEALTHY WHILST PROTECTING YOU FROM DISEASES SUCH AS OBESITY.**

Dunkylaine Fitness Taebo lessons for civil servants keeps them fit whilst also arming them with healthy eating tips for complete wellbeing as it works all the muscles in the body and can be done by people of all age groups. The products which are offered on weekdays from 5 – 6pm at SCOT include Chair Taebo, Body Conditioning, Resistance Bands Taebo and the most exciting one Dumbbells Taebo for E150 a month or E40 per session.

The programme started early this year with the aim of changing the lives of Swazi people. It makes you fit, strong and flexible whilst also exercising your mind though counting exercises which keep the focus in the gym allowing one to totally forget about other problems.

The few civil servants that have showed interest in the programme have reported experiencing a big change in both their lives and their bodies. The response has been slow because people are still trying to understand Taebo and warm up to the idea of this type of exercise, thus with more awareness and understanding, more people are likely to join.

One challenge that we have faced is the size of the facility that we use. The



place is proving to be too small as the programme continues to grow.

As exercise is best paired with healthy eating, the service is set to expand to include a registered dietician who will help every client know what they need to eat to live a healthy life.

Furthermore, Dunkylaine Taebo Fitness is proud to soon host a dinner where the best performing clients will receive certificates and trophies as recognition of their hard work.

Special thanks to Mr Richard Phunwayo and Mrs Dudu Ndzinisa for making this dream become a reality. God is a part of this mission and may he bless all those involved.

**TO JOIN DUNKYLAINÉ TAEBO FITNESS OR FOR MORE INFO CONTACT MZWAKHE PHIRI ON +268 7861 2958 OR [dunkypashu@gmail.com](mailto:dunkypashu@gmail.com)**

## PHELA LIVE WELLNESS CENTRE

### OUR STORY

Phela-Live wellness center combines two most critical elements of human health, the health club (gym) and the spa. Such a center is the first of its kind in Africa and certainly one of the few elite wellness centers in the world based in an international airport. Phela-Live's philosophy is based on creating a unique, total wellness and fitness experience that can compare with any global brand in terms of the high quality facilities, the depth of specialist expertise, the range and quality of the equipment, and the sheer number of product offerings.

### KEY TO WELLNESS

To deliver the best there is in wellness Phela-Live uses the Wellness System, which is an integrated wireless technology software application that allows users to view personal goals, exercise programs and progress through the use of a Smartkey.

When a Smartkey is inserted into the equipment, the machine automatically starts and users are presented with a personalized routine to follow. Both trainers and users can set programs onto the Smartkey. As a

result, both the trainer and user can track and review progress through a central program at the end of the day or week.

### OUR SERVICES

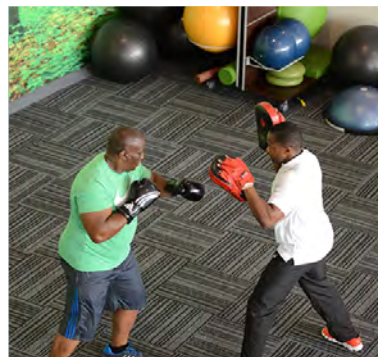
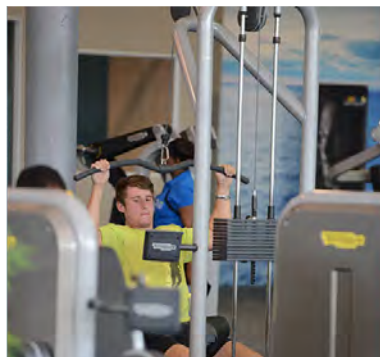
The combination of a spa and the gym is a unique and great offering to our clients. The spa offering is personalised for Phela-Live and Camelot Spa clients, focusing on a proactive approach to health and wellness incorporating treatments and software that improve health and enhance client's quality of life to achieve increasingly optimum levels of well-being.

#### Group Classes

Phela-live offers some of the best group training on the market. This ranging from Pilates, yoga, groupboxing, core and abs class, Bosu,

Rope in place and many more. View our Aerobics and Spinning timetable below:

- Aerobics
- Spinning



# Wellness Is Your Business Too

Story By: Sandile Mweli  
PSHACC Regional Response Officer I  
sdmweli@gmail.com



The workplace is another platform that can make healthy living options more pervasive. With most government employees aged 19 to 45, the workplace is a natural setting for lifestyle programmes and outreach.

Even as the Government does its part to create better healthy ecosystems, healthcare facilities, and keep medical services affordable and accessible, it is ultimately up to us as individuals to respond to the call to be healthy. For this reason we have to pick up useful information and practical actions that we can take to keep healthy. It is my hope that in applying knowledge to action, we can then inspire our colleagues, friends and family members to do likewise. Good health is, after all, the best gift we can give to ourselves, to our families, and our communities. It is the foundation for happy families, lively workplaces, and a prosperous and vibrant nation.

While healthy weight is a very significant component of overall wellness, being healthy also means having good mental, social and spiritual health. Wellness is more than just the absence of excess weight, sickness or disease. It means having healthy bodies and minds, supported by a healthy community, all of which help us to achieve our human potential. As workplace wellness programs are becoming more widespread throughout the country, the buzz is catching on. The bottom line of such programs is this: healthy employees tend to be happier and more productive employees. By using a wellness program, you'll be an important part of the team. Use this great opportunity if you are lucky enough to be offered a wellness plan. Good programs are often set up for personal control, so you'll be able to tailor a lot of your

goals to specifically fit you and your lifestyle. Access to a program will make it easier to care for your health on a more regular basis.

If any of these ideas appeal to you, it may be time to take a step in the wellness direction. The main tenants of a workplace wellness program are awareness, education, and behavioral change. Try focusing on just one of these to start. If it's successful, try another idea a few weeks later. Whatever you choose, know that taking even a small step in the wellness direction can benefit your productivity and your health.

The regional response office would like to state that the **VUSELA SESSIONS** are still to continue and the office will be visiting the **MANZINI REGION** government departments after the Swaziland International Trade fair that is from **SEPTEMBER 2015**. The office would also like to thank the departments that participated for the Vusela Sessions for Hhohho Region and would also encourage more participation as we now move on to the Manzini Region.

Topics to be covered for the regional response sessions include:

- Wellness program PSHACC
- Financial Management
- Employee Assistance Program (EAP)
- Terms and Conditions
- Public Sector Pension Fund

The office would like to encourage government employees to participate during these sessions to be able to get more information from these above topics. Lastly all government employees are encouraged to visit the PSHACC exhibition stand during the Swaziland International Trade Fair 2015.



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- **Deputy Prime Minister's Office** | Delle. C. Dlamini | Cell: 7604 3501 | Email: delisilesibeko@gmail.com
- **Ministry of Justice** | Siboniso Masilela | Cell: 7606 3513 | Email: masilelasiboniso@gmail.com
- **Ministry of Natural Resources** | Siboniso. N. Nkambule | Cell: 7606 3724 | Email: nkambulesib@gmail.com
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- **Ministry of Natural Resources** | David Kunene | Cell: 7603 8202 | Email: davidknn6@gmail.com
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# PSHACC KEY DATES

## AND UPCOMING EVENTS



EVENT	MONTH	VENUE	TEAM LEADER	RATIONALE
SIBEBE SURVIVOR	AUGUST 2015	SIBEBE	NOKWANDA	TEAM BUILDING
S.I.T.F. Swaziland International Trade Fair	AUGUST 2015	MAVUSO TRADE FAIR CENTRE Manzini	MWELI	SHOWCASE PSHACC PRODUCTS & SERVICES
PSHACC RETREAT	SEPTEMBER 2015	T.B.A.	DIRECTOR'S OFFICE	DEVELOP WORKPLAN & 2016/2017 BUDGET SUBMISSIONS
TEAM BUILDING With Wellness Coordinators	SEPTEMBER 2015	T.B.A.	DIRECTOR'S OFFICE	DEVELOP ACTION PLANS & BUDGETS FOR MINISTRIES FOR 2016/2017
PSHACC WELLNESS DAY	OCTOBER 2015	SOMHLOLO	BUHLE	STAKEHOLDER ENGAGEMENT PHYSICAL ACTIVITY & AWARENESS ACTIVITIES
PSHACC DINNER	NOVEMBER 2015	ROYAL SWAZI	LOMA	AWARDS CEREMONY & FUNDRAISING



For More Info On PSHACC Events, Activities & Services Or To Feature In This Publication Contact  
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