

Paper presented at the 'Gender, Same-sex sexuality and HIV/AIDS in SA' an int. conference of researchers, community leaders and activists, St. George's Conference, Cape Town, 9-11 May 2007

Same-sex relationships and HIV prevention: indicators South Africa 2004

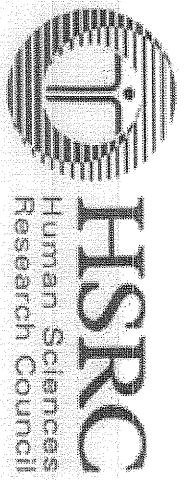
The Health of our Educators A focus on HIV/Aids in South African public schools

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Social Aspects of HIV/AIDS
Human Sciences Research Council
Cape Town

Social science that makes a difference

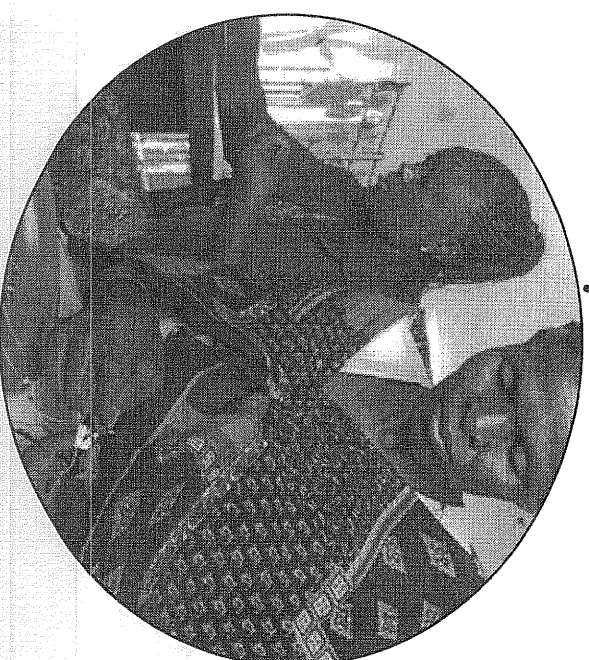
HSRC RESEARCH OUTPUTS

5187



Objectives of the study

- To determine the distribution of same sex behaviour amongst educators
- To determine the prevalence of HIV amongst educators who reported same sex behaviour



Overview of Methodology

Different study components:

- Qualitative educator school study;
- Educator school survey;
- Educator policy review;
- Educator attrition and mortality study, and
- Student educator and FET lecturer survey.

Main research questions

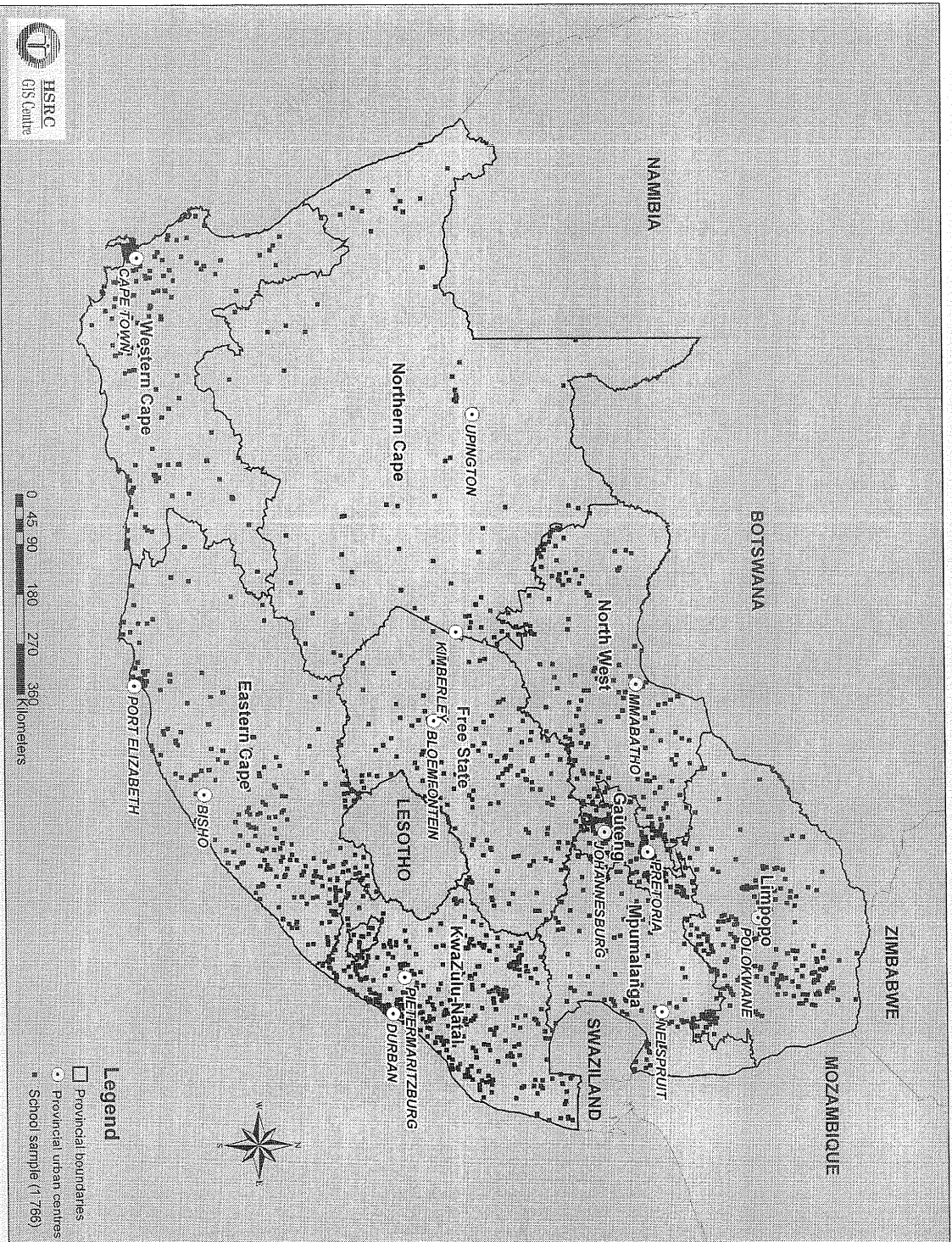
Four main questions were asked in the present study:

- What is the magnitude of the HIV/AIDS epidemic among the teachers?
- What is driving this epidemic?
- How many teachers require ARV treatment right away?
- What benefits can we get in the supply of teachers if ARV treatment were widely available to teachers?

Methodology

- National survey: random selection of 1 766 schools out of 26 713 schools
- 21 358 teachers were present on research day
- 97% agreed to be interviewed; 83% gave a specimen for HIV testing
- Questionnaire: individual
- HIV test: choice of blood or oral; CD4 count
- Anonymous, bar-coded questionnaire and HIV test results

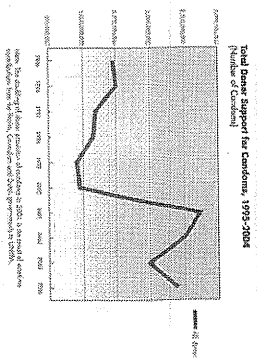
Distribution of selected schools



Findings

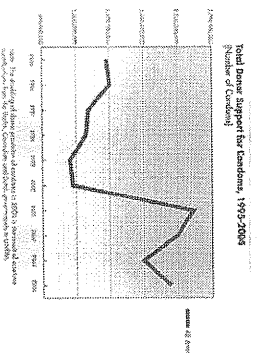
- Same sex relationships appear not to be very common among educators

Sexual preference	N = 6580 Male	N=14018 Female
Sex with men only	n=227 4.64%	n=10690 98.6%
Sex with females only	n=5737 96.5%	n=79 0.85%
Bisexual	n=44 0.90%	n=55 0.70%

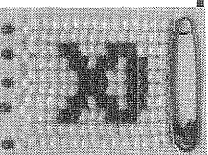


Findings

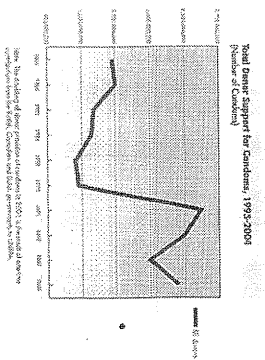
- Same-sex relationships and HIV prevalence among educators



Sexual preference	Male HIV Prevalence	Female HIV prevalence
Sex with men only-yes	14.4% CI - 9.8-20.8	12.8% CI - 11.9-13.8
Sex with men only-no	12.7% CI - 11.5-14.1	14.7% CI - 7.7-26.2
Sex with females only-yes	12.8% CI - 11.6-14.0	20.2% CI - 11.1-34.0



Findings

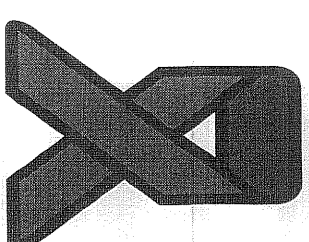
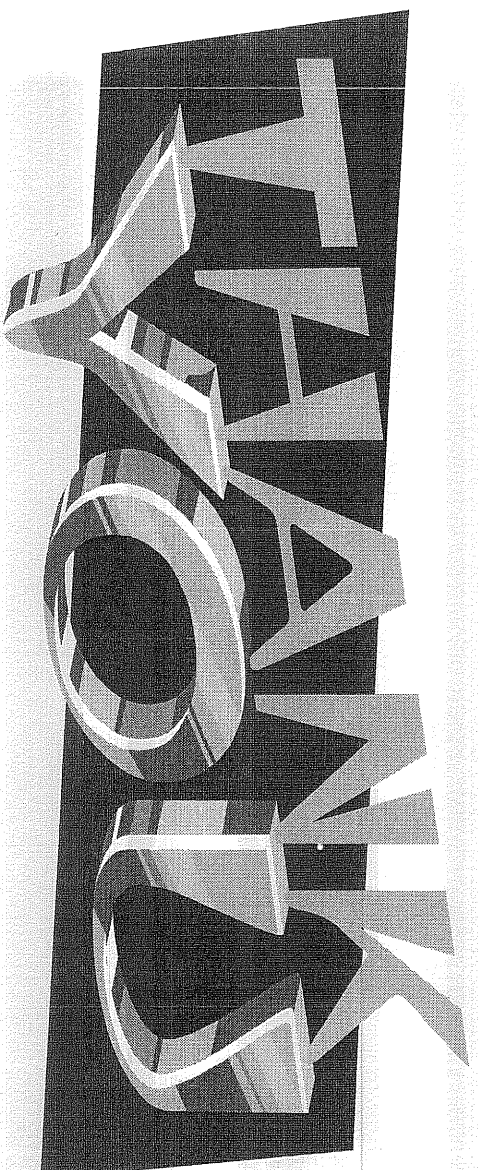


Sexual preference	Male HIV Prevalence	Female HIV Prevalence
Sex with females only-no	13.2% CI - 8.1-20.9	12.6% CI-11.7-13.6
Both males and females - yes	11.0% CI - 4.0 - 26.6	14.8% CI - 6.1 - 31.8
Both males and females - no	12.8% CI - 11.6 - 14.1	12.7% CI - 11.7 - 13.7

Lessons Learnt



- Same sex behaviour might be underreported due to these factors
 - Interview was conducted at place of work
 - Issues of privacy to ask sensitive questions
 - Older nurses were fieldworkers, administering the survey-potential of judgement
 - Survey that only targets individuals who report same sex behaviour
 - Using sampling procedure appropriate for 'hidden' populations like Respondent-driven sampling



Original Report:

The Health of our Educators

**A focus on HIV/Aids in South African
public schools**

**Edited by Shisana, O., Petzler, K., Zungu-Dirwayi, N.
& Louw, J.S.**

Available on www.hsrcpress.ac.za

- 1) Please complete this form if you are employed in a directorate in Support Services or the CEO's Office or as an administrator in a Research Programme/Cross-Cutter.
- 2) Please complete sections 1 to 3 of this form for the performance appraisal meeting with your supervisor in April/May 2008 relating to the period April 2007 to March 2008. If you have already filled in an old version of the form for the current period, please transfer the contents to this document.
- 3) In section 4, you are required to set out your goals, as agreed with your supervisor, for April 2008 to March 2009. This should also be done in April/May 2008.
- 4) Section 5 is to be completed by your supervisor, ED and the CEO's moderating committee.
- 5) Section 6 is to be completed by you and your supervisor after you receive your performance award letter in July 2008.
- 6) Section 7 is for use during interim performance appraisals in October/November 2008.

EMPLOYEE'S SURNAME	EMPLOYEE'S INITIALS	EMPLOYEE NUMBER	QUALIFICATIONS	ORGANISATIONAL UNIT
			RANK	UNIT / SECTION

1. THE MAIN PURPOSE OF YOUR JOB AND YOUR KEY PERFORMANCE AREAS (KPAs) FOR APRIL 2007 – MARCH 2008

1.1 THE MAIN PURPOSE OF YOUR JOB
Please describe in one sentence the main purpose of the job you do.

1.2 YOUR KEY PERFORMANCE AREAS (KPs) FOR APRIL 2007 – MARCH 2008.

The KPs of your job are the broad areas under which your activities for April 2007 – March 2008 were planned and agreed with your supervisor in April/May 2007 – as amended in October/November 2007 - and under which your performance will be discussed and appraised in April/May 2008. You should only paste the column with the KPs.

2. APPRAISAL OF YOUR PERFORMANCE, APRIL 2007 – MARCH 2008.

Using your KPs from Section 1.2 as headings, list the specific objectives or goals that you planned or were expected to achieve during 2007/8. You should have agreed these with your supervisor in April/May last year, or when you joined the HSRC subsequently. If so, please enter them in this column. If no specific goals were set, please just enter the KPs from Section 1.2.

KPs	Specific Goals			Goals achieved
	Current performance			
	Own rating	Supervisor's rating	Agreed current rating	

2.3 YOUR ASSESSMENT OF YOUR PERFORMANCE IN 2007/8, RELATIVE TO YOUR OBJECTIVES OR GOALS

Think about your performance over the review period. Did you exceed, fulfil or fall short of what you intended to achieve?

a) Indicate the areas where you exceeded your objectives:

b) Indicate the areas where you fulfilled your objectives:

c) Indicate the areas where you fell short of your objectives. If you think that you fell short of some objectives, indicate why you think this occurred.

2.4 ASSESSMENT OF THE SUPPORT FROM YOUR SUPERVISOR, FOR APRIL 2007 - MARCH 2008

YOUR ASSESSMENT OF THE SUPPORT FROM YOUR SUPERVISOR

You may wish to comment on his / her support in respect of the following areas. This question is intended to promote discussion and improved interaction between you and your supervisor. (N.B. Your comments may not be changed by your supervisor.)

1. Creation of an enabling working environment	
2. Interpersonal / communication skills	
3. Management / administrative skills	
4. Professional development / capacity-building	
5. Management of conflict	
6. Other (please specify)	

COMMENTS BY YOUR SUPERVISOR, IF ANY:

3. OVERALL ASSESSMENT APRIL 2007 - MARCH 2008
 Think about your performance as a whole and mark the box which you think best describes it, under "Self assessment"

EXTENT TO WHICH YOU ACHIEVED YOUR OBJECTIVES

A	GREATLY EXCEEDED EXPECTATIONS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B	EXCEEDED EXPECTATIONS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C	MET EXPECTATIONS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D	FELL SHORT OF EXPECTATIONS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E	FELL GREATLY SHORT OF EXPECTATIONS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Self-assessment Supervisor's Mutual*

* YOU AND YOUR SUPERVISOR SHOULD GIVE REASONS HERE IF YOU CANNOT AGREE ON A MUTUAL ASSESSMENT

EMPLOYEE'S SIGNATURE	DATE
SUPERVISOR'S SIGNATURE	DATE

DECLARATION BY EMPLOYEE:

I declare that the process, to my knowledge, has been true and fair.

EMPLOYEE'S SIGNATURE	DATE
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4. KPAs, OBJECTIVES AND PROFESSIONAL DEVELOPMENT PLAN FOR 2008/9

4.1 THE MAIN PURPOSE OF YOUR JOB, AND YOUR KEY PERFORMANCE AREAS (KPAs) FOR APRIL 2008 – MARCH 2009

4.2 THE MAIN PURPOSE OF YOUR JOB

Please describe in one sentence the main purpose of the job you do. (If this is unchanged, copy it from Section 1.1.)

4.3 YOUR KEY PERFORMANCE AREAS (KPAs) AND GOALS FOR APRIL 2008 – MARCH 2009

The KPAs of your job (section 4.4) are the broad areas under which your activities will be planned and your performance appraised. For your support unit – whether it is in Support Services, the CEO's Office or a Research Programme/Cross-Cutter – the left-hand column in Section 4.4 sets out a comprehensive list of the unit's KPAs, both in terms of its broad functions and in relation to PAITECS. To each KPA is attached a list of factors that determine the level of your unit's performance in terms of each KPA. Only a certain number of these will apply to any single staff member's job. Please go down the list and identify those that apply most directly to your own position. This should ideally be between 6 and 12 KPAs. If you feel it should be less or more or if you are uncertain about which apply most directly to your job, please discuss this with your supervisor. (The KPAs shown in bold print are those that have been identified as the most important for your unit's contribution to meeting the HSRC's PAITECS targets, but these may not necessarily be ones that apply most directly to your job.) For each of the KPAs that you identify, please rate your performance on a scale of 1 – 10 and record this in the 'current performance, own rating' column. Your supervisor will record his/her rating in the next column. You should then jointly agree on what rating you plan to achieve in the year ahead and record this in the 'agreed future rating' column. In the right-hand column, please describe briefly what specific goals you are setting yourself to reach this rating.

4.4 KPAs	4.5 Specific Goals			Goals to achieve "agreed future rating"
	Current performance			
	Own rating	Supervisor's rating	Agreed future rating	

4.7 MUTUAL AGREEMENT
Steps to be taken by you and your supervisor during 2008/09 to ensure the realisation of your KFs and new objectives, and the professional development plans you established with him/her.

4.6 PROFESSIONAL DEVELOPMENT PLAN ESTABLISHED BETWEEN YOU AND YOUR SUPERVISOR FOR 2008/09
For example, what progress do you plan with a higher degree, or improving your technical skills, etc.

HSRC PERFORMANCE APPRAISAL

1 April 2007 to 31 March 2008

2007/8

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CONFIDENTIAL

SURNAME:		INITIALS:		EMPLOYEE NUMBER:
QUALIFICATIONS:		RANK:		
RESEARCH PROGRAMME:		UNIT / SECTION:		

5. RECOMMENDATIONS (DO NOT DISCUSS RECOMMENDATIONS WITH EMPLOYEES)

5.1 RECOMMENDATION BY SUPERVISOR
Tick the chosen option and briefly motivate your recommendation.

1	Promotion	
2	Salary increment	
3	100% merit bonus	
4	50% merit bonus	
5	No reward or action	
6	Action due to under-achievement	

5.2 RECOMMENDATION BY RESEARCH PROGRAMME (OR SS) MODERATING COMMITTEE
Tick the chosen option and briefly motivate your recommendation.

1	Promotion	
2	Salary increment	
3	100% merit bonus	
4	50% merit bonus	
5	No reward or action	
6	Action due to under-achievement	

ED'S NAME	SIGNATURE	DATE
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RECOMMENDATION BY CEO'S MODERATING COMMITTEE
Tick the chosen option and briefly motivate your recommendation.

1	Promotion	
2	Salary increment	
3	100% merit bonus	
4	50% merit bonus	
5	No reward or action	
6	Action due to under-achievement	

CEO'S SIGNATURE	DATE
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