

HIV101: An organisational development approach

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Introduction:

Following changes to funding, SHine SA redesigned its services to grow into a comprehensive sexual and reproductive health organisation incorporating clinical and community Sexually Transmissible Infections (STI) and Blood Borne Virus (BBV) programs and services. At this time many SHine SA staff, who were previously oriented more towards reproductive health, were required to adapt to new client groups and service models. While willing, some staff expressed concerns regarding their own and others' expertise and experience. A staff survey also revealed a need for some work around values and attitudes towards people living with HIV (PLWHIV).

Methods:

A staff training needs analysis included items to measure values, confidence around and knowledge of HIV. The results were analysed and utilised to plan education sessions customised to knowledge levels and work roles in the organisation. Sessions were delivered at each work site to maximise participation. The content was evaluated and continuously improved between sessions. A follow-up values survey is in progress to monitor the impact of this approach over 2 years.

Results:

Session evaluation forms indicated highly positive feedback from staff. The results of the follow-up survey will be available to report on at the conference.

Conclusion:

While HIV is a part of broad sexual and reproductive sexual health, and is already the business of family planning and sexual health organisations, it is sometimes seen as a topic for more specialised organisations. SHine SA has achieved organisational change through investment in internal development using adaptive learning techniques to embed HIV knowledge and consistent values within the organisation, leading to the growth of HIV services and programs in the organisation over time. This model is highly adaptable to other organisations looking to embed a new area of focus and expertise in their workforce.

Disclosure of Interest Statement:

The authors have no conflict of interest to declare.