

PUBLIC SERVICE COMMISSION

STRATEGIC PLAN FOR HIV/AIDS CONTROL PROGRAMME 2005 – 2008 (3 YEARS)

NO	OBJECTIVE	STRATEGY	SERVICE DELIVERY TARGET	OUTPUT INDICATOR
1	Institutionalization of Management of HIV/AIDS Programme.	<ul style="list-style-type: none"> • Creation of PSC TAC. (Technical AIDS Committee). 	<ul style="list-style-type: none"> • Establish PSC TAC by September 2005. 	TAC in place.
		<ul style="list-style-type: none"> • Understanding of the functions of TAC. • To secure Management Commitment to HIV issues. 	<ul style="list-style-type: none"> • Conduct Orientation Meeting for TAC Members by February 2006. • To involve top Management in HIV/AIDS Seminars, Meetings by February 2006. 	<p>TAC Members aware of the functions of the Committee.</p> <ul style="list-style-type: none"> • PCS Management fully involved in HIV/AIDS issues.

2.	Prevention of HIV/AIDS Infections.	<ul style="list-style-type: none"> To conduct Situation Analysis by June 2007. 	<ul style="list-style-type: none"> Hire a Consultant to research on the HIV/AIDS status in the PSC by June 2007. <ul style="list-style-type: none"> Identify factors fueling spread of HIV/AIDS. Identify information gaps on HIV/AIDS. Analyze linkages between HIV/AIDS and PSC core activities. Determine impact of HIV/AIDS on PSC mandate. Identify typical risk factors or hot spots. Gather Secondary information regarding HIV/AIDS in the operational areas of PSC. Results shared with Management Workers, Workers Council etc 	<p>A report on the status of HIV/AIDS.</p> <ul style="list-style-type: none"> Reports of Meetings.
		<ul style="list-style-type: none"> To increase Awareness on HIV/AIDS. 	<ul style="list-style-type: none"> Print and distribute leaflets to PSC staff by June 2007. To conduct Meetings and Seminars for PSC staff, quarterly. To print 5,000 leaflets yearly. To distribute leaflets in every meeting. 	<ul style="list-style-type: none"> Increased awareness on the impact of HIV/AIDS. Percentage of Staff made aware on HIV/AIDS issues.

		<ul style="list-style-type: none"> To promote safe sex practices. 	<ul style="list-style-type: none"> To purchase and distribute condoms by using condom dispensers. 	Increase in the use of condoms.
		<ul style="list-style-type: none"> To promote early diagnosis of HIV Infections. 	<ul style="list-style-type: none"> To conduct pre and post testing counseling by June 2007. 	Number for voluntary testing.
3	Care and support	<ul style="list-style-type: none"> To provide counseling and support services. 	<ul style="list-style-type: none"> To provide Psychological Support to the infected and affected. To facilitate material support. 	Number of employees counseled. Number of employees who receive material support.
		To combat stigma.	<ul style="list-style-type: none"> To discourage all types of discrimination. 	<ul style="list-style-type: none"> Acceptable of affected staff Life of affected staff prolonged.
4.	Capacity Building in fight against HIV/AIDS.	<ul style="list-style-type: none"> Training of trainers. 	<ul style="list-style-type: none"> To train members of the TAC by June 2006. To identify and train Counselors by June 2006. To identify and train Peer Educators by June 2006. 	<ul style="list-style-type: none"> Number of TAC Team Members trained. Number of Counselors trained. Number of peer Educators trained.
		<ul style="list-style-type: none"> To participate in country based and outside workshops/meetings. 	<ul style="list-style-type: none"> To attend HIV/AIDS Meetings/Workshops. 4 Meetings country based 1 Meeting outside 	<ul style="list-style-type: none"> Number of Meetings attended. Reports prepared.
5.	Accountability of TAC, Peer Educators, Counsellors and other Actors.	<ul style="list-style-type: none"> To clearly assign objectives and work plan. 	<ul style="list-style-type: none"> To provide Quarterly reports, which reflect HIV/AIDS, related aspects of the job. 	<ul style="list-style-type: none"> HIV/AIDS related aspects reflected in all reports.
6.	Impact of the PSC HIV/AIDS Control Programme evaluated.	<ul style="list-style-type: none"> PSC to evaluate the programme Contract external services to evaluate the programme. 	<ul style="list-style-type: none"> To identify the evaluator and assign tasks by December 2007. 	<ul style="list-style-type: none"> Evaluation report in place.

