

UMHLAHLANDLELA OSEBENZISEKA KALULA
WOKUQALISWA KWEZINSIZAKALO
ZOKUVIMBELA ISANDULELANGCULAZI
EZIQHUTSHELWA NGAPHAKATHI EMPHAKATHINI

Ukwabelana ngolwazi lwezigameko okudlulwe kuzona kanye
nezifundo ezifundiwe eNingizimu Afrika





“Njalo kubukeka sengathi ngeke neze kwenzeke kuze kufike isikhathi lapho sekuphothuliwe.”

Nelson Mandela (UMongameli wokuqala waseNingizimu Afrika owaqokwa ngaphansi kwentando yeningi, 1994)



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AMAZWI OKUBONGA

Lo mhlahlandlela uwumphumela wobambiswano phakathi kwabantu abavela ezinhlanganweni ezihlukahlukene, bezisebenzela ngokwabo, hhayi ngaphansi kwegunya lezinhlangano zabo, okungabantu abanikele ngesikhathi sabo, esikhathini esiyizinyanga eziningi, futhi bahlinzeka ngobuchwepheshe babo kanye nolwazi lwabo olunzulu kulo msebenzi. Ababhalu bathanda ukubonga igalelo elinohlonze elifakte yizifundiswa, abacwaningi, abasebenzi bezempilo, amalungu omphakathi, abaphathi bezinhlelo, kanye nabasebenzi abanangi abeseka ukuhlinzekwa kosizo lwezempi (imininingo, ukuqinisekisa kwekhwalithi, izinsizakalo zabasebenzi, ezempilo nokuphepha, ukuqequesha kanye nokulawulwa kwezinsiza nayo yonke imisebenzi eyenziwayo). Sibonga siyanconcoza ikakhulukazi kubasebenzi bezempilo kanye namakhasimende abo, abasivumelile ukuba sibathathe izithombe, futhi izindaba zabo kanye nezithombe zabo zenze ukuba lo mhlahlandlela unothe kakhulu futhi ulethe intshisekelo nogqozi, mhlawumbe okuyinto ebeyingeke yenzeke ngaphandle kwegalelo labo (siwaguqulile amagama abanye babo ukuze sigcine ubumfiho bemininingwane yabo).

Lo mhlahlandlela ubungeke neze uphumelele ngaphandle kontanga abangababyekezi, abahlinzeke ababhalu ngobuchwepheshe nolwazi olunzulu kanye nemibono ewusizo kakhulu. Sibuthokozela kakhulu ubudelwano obuhle bokusebensana nophiko lukahulumeni lwezempi kanye nezinhlangano eziningi ezingenzi nzuzo futhi siyalibonga igalelo labo kulo mbhalo. Sithanda ukubonga kakhulu ku-Ronelia Julius ngamakhono akhe anohlonze okuphatha nokulawula kanye nawo wonke umsebenzi wokusekela nokulungiselela lo mbhalo, awenzile ekusithkeni engabonwa mutu.

Ababhalu

Bonke ababhalu basebensana ngokusemthethweni nesikhungo sesifo sofuba i-Desmond Tutu TB Centre, eNyuvesi yase-Stellenbosch. Amagama abo ngo-Jody Boffa, Rory Dunbar, Ricardo Felix, Anelet James, Nozizwe Makola, Nomtha Mandla, Sue-Ann Meehan, Jerry Molaolwa, Vikesh Naidoo, Zamikhaya Ndiki, Kerry Nel, Michelle Scheepers, Mark Theart, Margaret van Niekerk, Lario Viljoen kanye no-Blia Yang.

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Iqembu lokulawula nokuxhumanisa

U-Sue-Ann Meehan, Margaret van Niekerk kanye no-Blia Yang (Desmond Tutu TB Centre, Stellenbosch University) ababengamele inquubo yonkana yokuhlanganisa kombhalo kanye nokubuyekezwa kwavo kokugcina. Sibonga siyanconcoza kubo bonke ababambisana nathi kulokhu.

Uxhaso-mali

Ukuthuthukiswa nokushicilela kwalo mhlahlandlela kwenzeke ngenxa yoxhaso-mali oluvela oHlelweni Oluphuthumayo lukaMongameli waseMelika Losizo Lwengculazi (PEPFAR) ngaphansi kwesivumelwano sokusebensana esingunombolo GHH000320 seziKhungo Zokulawulwa Nokuvinjelwa Kwezifo (CDC). Umsebenzi oqukethwe kule ncwajana ngumsebenzi okhiqizwe ngababhali bawo ngokuphelele futhi awumele imibono esemthethweni ye-PEPFAR noma iziKhungo Zokulawulwa Nokuvinjelwa Kwezifo.

Isibonelo sendlela engasetshenziswa ukucaphuna lo mhlahlandlela

Meehan, S, Yang, B, Van Niekerk, M, Boffa, J, Dunbar, R, Felix, R, James, A, Makola, N, Mandla, N, Molaolwa, J, Naidoo, V, Ndiki, Z, Nel, K, Scheepers, M, Theart, M and Viljoen, L. Umhlahlandlela osebenziseka kalula wokuqaliswa kwezinsizakalo eziqhutshelwa ngaphakathi emphakathini. Ukwabelana ngolwazi lwezigameko okudlulwe kuzona kanye nezfundo ezifundiwe eNingizimu Afrika. eDolobheni laseKapa: iNyuvesi yase-Stellenbosch, 2017.

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IZIFINYEZO ZAMAGAMA



AIDS	Inculazi	MSM	Amadoda aya ocansini namanye amadoda
ART	Ukwelashwa ngemishanguzo yokudambisa igciwane	NAS	Ukugcinwa kwemininingo okuxhumene nenethiwekhi
ARV	Imishanguzo yokudambisa igciwane	NCD	Izifo ezingathathelwana
BMI	Inkomba yobukhulu nobude bomzimba	NDOH	Umnyango Kazwelonke Wezempiilo
CAB	Ibhodi yokweluleka umphakathi	NHLS	Uphiko Lukazwelonke Lwamalabolethri Ezempilo
CB HTS	Izinsizakalo Zokuhlolola i-HIV eziqhutshelwa ngaphakathi emphakathini	NPO	Inhlangano Engenzi Nzuzo
CAG	Iqembu Lokweluleka Umphakathi	PDA	Idivayisi Yokuqqqa Imininingo
CDC	Izikhungo Zokulawulwa Nokuvinjelwa Kwezifo	PEPFAR	Ukgomela ukutheleka ngegciwane Uhlelo Oluphuthumayo LukaMongameli waseMelika loSizo Lwengculazi
CICT	Ukwelulekwa nokuhlolwa okucelwe yikhasimende	PICT	Ukwelulekwa nokuhlolwa okuqaliswe ngumhlinzeki
CCT HD	Umnyango Wezempiilo Wedoloba laseKapa	PLWHA	Abantu abaphila ne-HIV ne-AIDS
COMAPP	Umklamo Womphakathi Wokuvinjelwa kwe-HIV/AIDS	POC	Isikhungo Lapho Umuntu Ethola khona Usizo Lokunakekelwa Nokwelashwa
CXR	Ama-eksireyi Esifuba	PopART	Umthelela wohlelo Iwemishanguzo kubantu ukuze kuncishiswe ukudluliseka nokutheleleka kwabantu ngegciwane
DTTC	Isikhungo Sesifo Sofuba i-Desmond Tutu TB Centre		
EDC	Ukuqqwa Kwemininingo Ngomshini	PMTCT	Ukudluliseka kwegciwane lisuka kumama lingene kumntwana wakhe ongakazalwa
ELISA	I-Enzyme-linked immunosorbent assay		
EQA	Ukuqinisekiswa Kwekhwalithi Kwangaphandle	QA	Ukuqinisekiswa kwekhwalithi
FMP	Uhlelo Iwe-Family Matters!	QC	Ukulawulwa kwekhwalithi
GIS	I-Geographic Information System	SRH	Ukuya ocansini nokuthola abantwana
GPS	I-Global Positioning System	SOP	Izinqubo Ezijwayelekile Zokusebenza
HBV	Igciwane le-Hepatitis B	STI	Isifo Esithathelwana Ngokocansi
HIV	Isandulelangculazi	SU	Inyuvesi yase-Stellenbosch
HIVST	Ukuzihlolola i-HIV ngokwakho	TB	Isifo sofuba
HPTN	Inethiwekhi Yezinqubo Zokuvimbela i-HIV	TMC	Ukusokwa Kwabesilisa Ngokwesiko Lendabuko
HTS	Izinsizakalo zokuhlolola i-HIV	TST	Isigxivizokuhola sofuba
IEC	Ulwazi, imfundu nokuxhumana	UNAIDS	Uhlelo IweNhlangano Yezizwe Lokulwisan Ne-HIV/AIDS Oluqhutshwa Ngokuhlanganyaela
IQC	Ukuqinisekiswa Kwekhwalithi Okuzimele	UTT	Ukuholowa nokwelashwa komuntu wonke
LTC	Ukuxhunyaniswa Kwekhasimenze Nosizo Lokunakekelwa Nokwelashelwa i-HIV	VMMC	Ukusokwa Kwabesilisa Esikhungweni Sezempiilo Ngokuzithandela Kwabo
LT FU	Amakhasimende Ayekile Ukuudla Imishanguzo	WCG DoH	Umnyango Wezempiilo Wesifundazwe SaseNtshonalanga Koloni
M&E	Ukuqapha Nokuhlolola	WHO	Inhlangano Yezempilo Emhlabeni

AMAZWI OKWENDLALELA AVELA WIZIKHUNGO ZOKULAWULWA NOKUVINJELWA KWEZIFO

**Amazwi okwendlalela avela ku-Nancy Hedemark Nay Ibamba LoMqondisi,
kwiziKhungo zaseMelika Zokulawulwa Nokuvinjelwa Kwezifo, ihhovisi
laseNingizimu Afrika**

Ngokuhambisana nenjongo yeziKhungo zaseMelika Zokulawulwa Nokuvinjelwa Kwezifo (CDC) kanye noHlelo Oluphuthumayo lukaMongameli waseMelika Losizo Lwengculazi (PEPFAR), okuyinjongo yokulekelela ekulawulweni kobhubhane Iwe-HIV eNingizimu Afrika, kuyintokozo ukuba njihlanganyele nesikhungo sokulwisanas nesifo sofuba saseNyuvesi yase-Stellenbosch i-Desmond Tutu TB Centre (DTTC), ukwethula umbhalo osihloko sithi *Umhlahlandela osebenziseka kalula wokuqaliswa kwezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini*. Izigameko okudlulwe kuzona kanye nezifundo ezifundiwe eNingizimu Afrika. INingizimu Afrika iyikhaya labantu abalinganiselwa kuma-20% abaphila ne-HIV kubantu abayizigidi ezingama-36.7 abahaqwae yileli gciwane emhlabeni jikelele, futhi inohlelo Iwe-ART (uhlelo lokuhlinzeka ngemishanguzo yokudambisa ingculazi) olukhulukazi emhlabeni, njengoba kunabantu abayizigidi ezingu-3.3 abelashwa ngaphansi kwalolu hlelo. Ngenxa yaleli qiniso elishaqisayo, i-CDC/PEPFAR ibonise intshisekelo enku ekuxhaseni ngezimali nokuhlinzeka ngosizo lobuchwepheshe nolwazi lokuhlanganiswa kwalo Mhlahlandela oyingqophamlando, ngenhloso yokulekelela emizamweni yokwenza kube lula ukuqonda nokulandela kahle ukuqaliswa kwezinhlelo zokuvimbela i-HIV.



Kokubili, izibalo zabantu abaphila ne-HIV kanye nezalabo abathelelekayo nsukuzonke kubonisa ukuphakama kakhulu ezingxeneni eziningi eNingizimu ne-Afrika, futhi kukhona isidindo esiphuthumayo sokuba kutholakale izindlela ezinohlonze futhi ezizosebenza kangcono ukuvimbelo leli gciwane. Lo Mhlahlandela ungasetshenziswa eNingizimu Afrika nakwamanye amazwe, njengoba izifundo ezitholakele eziqukethwe lapha ziqondene nesimo somhlaba wonke. Izilinganiso zezibalo ziyabonisa ukuthi ukufinyelela kangcono ezinsizakalweni zokuhlolela i-HIV nokusetshenziswa kwazo ngabantu, kanye nokuqalisa uKwelashwa Ngemishanguzo Yokudambisa Ingculazi (ART) kulabo asebethelelekile, kungalekelela kakhulu ekunciphiseni isibalo sabantu abathelelekayo nsukuzonke. I-CDC South Africa inethembu lokuthi lo Mhlahlandela uzolekelela izinhlangano ukuba zisungule izinhlelo zokuvimbela i-HIV emphakathini, ukuze lokhu cube nomthelela omuhle kakhulu ekuncishweni kwsibalo sabantu abathelelekayo nge-HIV nezinye izifo.

Lo Mhlahlandela wakhiqizwa ngokusebenzisa ulwazi olwatholakala emiklamweni emithathu ezimele yokuvinjelwa kwe-HIV ebiquhutshwa yi-DTTC emphakathini, phakathi konyaka wezi-2008 nowezi 2017. Yonke le miklamo beyixhaswe ngezimali yi-CDC. Omunye wale miklamo yi-Community HIV/AIDS Prevention Project (COMAPP). Inhloso ye-COMAPP kwabe kuwukwenza imizamo yokuqinisekisa ukuthi abekho abanye abantu abangenwa yi-HIV kanye nesifo sofuba, ngokuthi kuhlinzewe izinsizakalo ezididiyelwe zokuvimbela lezi zifo esifundazweni saseNtshonalanga Koloni eNingizimu Afrika. I-COMAPP yasebenzisana nezinhlangano zomphakathi ukuhlinzeka ngosizo lokwelulekwa kwengqondo, ukuhlolela i-HIV nesifo sofuba kanye nokudluliselwa kwabantu ezikhungweni ezifanelekile, ngokusebenzisa izimoto ezingomahambanendlwana kanye nezizinda ezizimele zodwana, ngokudidiyela izinsizakalo ze-HIV nezinye izinsizakalo zezempiro ngokulandela inqubo "yokuhlinzeka negezinsizakalo ezihlukahlukene esikhungweni esisodwa" ezindaweni okufinyelelekayo kuzona. Lo mklamo waba negalelo elikhulukazi impela ekukhuliseni isibalo sabantu abasaziyo isimo sabo se-HIV, nokuhlolola nokuhlonza abantu abanesifo sofuba (TB), nokuhlinzeka izinsizakalo ezengeziwe eziphathelene nezempiro nokudla okunomsoco kanye nokuthumela amakhasimende ezikhungweni ezifanelekile lapho ezothola khona usizo.

Impumelelo ye-COMAPP ibangelwe ikakhulukazi wubambisano oluhe phakathi kwezikhungo ezisebenzisana nohulumeni waseNingizimu Afrika kanye nezinhlangano ezingenzi nzuzo. Ngokubona impumelelo yalo mklamo, i-CDC South Africa yanxusa ukuba kwensiwe lo mhlahlandela obanzi futhi osebenziseka kalula wohlelo lokuvinjelwa kwe-HIV, ozosebenza njengethuluzi le nqubo enhle engalandelwa nangabanye abantu njengoba ibonisa impumelelo enku.

I-CDC South Africa ithanda ukubonga i-DTTC ngokuhlanganisa lo mhlahlandela osebenziseka kalula, ngokunjalo nabo bonke abalekelelile ekuqalisweni kwezinhlelo ezibalulwe kulo mbhalo, nezifundiswa, nabasebenzi bocwaningo abevevakashela imiphakathi kanye namakhasimende, abafake isandla ekuthuthukisweni kwalo mbhalo. Sikholelwu ekutheni izinhlangano zomphakathi ngeke nje zigcine ngokubona lo mbhalo osemqoka kangaka njengethuluzi eliuswiso, kodwa zizowusebenzisa njengoba kuhloswe ngawo ukuba kuhlengwe futhi kusindiswe izimpilo zabantu.

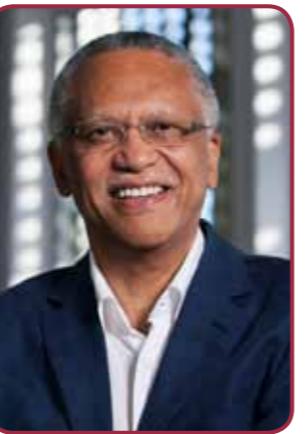


Nancy Hedemark Nay

AMAZWI OKWENDLALELA AVELA ENYUVESI YASE-STELLENBOSCH

**Amazwi okwendlaleta avela kuSolwazi Jimmy Volmink Inhloko (Dean):
YoPhiko Lwezemithi Nokwelapha, eNyuvesi yase-Stellenbosch**

Inyuesi yase-Stellenbosch (SU) ihlonishwa kakhulu emhlabeni jikelele njengesikhungo sezemfundo esenza umsebenzi oncomekayo impela. Inyuesi, ngokubona indima eyidlalayo emphakathini, isiluguqulile isu layo lokusebenza, njengoba ingasagcini nje kuphela ngokuxhumana nokubonisana nemiphakathi kepha isiyazama ukwenza umehluko obonakalayo ezimpilweni zabantu, futhi iyaqinisekisa ukuthi izinhlelo nezinqubo zayo ziyahambelana nesimo somphakathi. Lolu guquko, kusuka ekubonisaneni nomphakathi kuya ekuqinisekiseni ukuthi izinhlelo zethu zinomthelela omuhle futhi obonakalayo emphakathini, luholwa wuHlelo lwethu Olukhethekile lokuletha uguquko olubonakalayo, olubizwa nge-Social Impact Strategic Plan: 2017-2022. Inyuesi yase-Stellenbosch ihlose 'ukwenza ngcono umthelela wezinhlelo zayo emphakathini' ngokuqinisekisa ukuthi kunokuxhumana nokusebenzisana okuzohlomulisa inyuesi ngokwayo futhi kuhlomulise nalabo 'ebambisene nabo emphakathini' ngenhoso yokwakha ulwazi oluwumphumela wobambiswano olugxile ikakhulukazi esikhathini esizayo. Futhi kusenjalo, iNyuvesi yase-Stellenbosch iyalivuma futhi ilamukela ngezandla ezimhlophe igalelo lomphakathi eNyuvesi nasemisebenzini yayo.



Esinye sezibophezelo zethu eMnyangweni Wamasayensi Ezokwelapha kanye Nezempiro (FMHS), wukufaka isandla ekukhiqizeni, ekwabelanenikanyenasekuhumusheni ulwaziogqugquzelaezemplilonentuthuko, ukuze'siqhubekisele phambili futhi sithuthukise exemplo kanye nokulingana kwabantu eNingizimu Afrika kanye nakwamanye amazwe'. Lo mhlahlandlela uyahambisana nenhoso-mbono nempokophelo yoMnyango kanye noHlelo Iwawo Lokusebenza Olukhethekile. Umhlahlandlela uwumphumela wokusebenza ngokubambisana kwababambiqhaza abaningana kanti futhi umsebenzi wokubhala nokulawula inqubo yokuhlanganisa lo mbhalo wenziwe ngamalungu athile e-Desmond Tutu TB Centre (oPhikweni Lwezokwelashwa Kwezifo Zabantwana), okuyiwona ahlinzeke ngolwazi oluphathekayo kanye nezifundo eziphathelene nezinto adlule kuzona futhi azibonile ezimpilweni zavo kanye nobuchwepheshe bokuthi zihlinzekwa kanjani izinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini, ezihilinzekwa esikhathini samanje eNingizimu Afrika, lapho isandulelangculazi nengculazi kusalokhu kuyinselele enkulu kwezepilo. Lo mhlahlandlela, oqondiswe ikakhulukazi kubahlinzeki bezinhlelo, uhlose ukuhlinzeka ngolwazi oluzolekelela labo abafisa ukuhlinzeka ngezinsizakalo eziqhutshelwa ngaphakathi emphakathini, ngethemba lokuthi ekugcineni uzoba nomthelela omuhle emizamweni yokuqinisekisa ukuthi ubhubhane Iwesandulelangculazi nengculazi luyalawuleka futhi luyangandeka eNingizimu Afrika.

Njengamanje eNingizimu Afrika isesigabeni esimqoka futhi esibucayi kakhulu mayelana nesandulelangculazi nengculazi. Izinyathelo eziqothathwa namuhla yizona ezipocacisa kahle kamhlophe ukuthi leli lizwe liyahubeka emgudwini ophokophele ekuqinisekiseni ukuthi luyangandeka futhi luyalawuleka lolu bhubbhane noma libuyela emuva ezinsukwini zakudala lapho isibalo sabantu ababetheleka nsukuzonke kanye nabashonayo ngenxa yesandulelangculazi nengculazi sasikhuphuka futhi sidlondlobala kakhulu. Ngokubheka emuva emlandweni wezinyathelo ezithathwe yiNingizimu Afrika ekulwisaneni nesandulelangculazi nengculazi, kuyacaca ukuthi izimpumelelo zizuzwe ikakhulukazi lapho bekunobambiswano nokusebenzisana phakathi kwababambiqhaza abaningi, abebesebenzela ukufezelekisa injongo efanayo. Ubambiswano luwumgomgo owumgogodla welisu leNyuvesi yase-Stellenbosch lokudlala indima ebonakalayo emphakathini, ngenhoso yokwenza ngcono isimo somphakathi.

UMnyango uwusekela kakhulu lo mhlahlandlela; izihloko okugxilwe kuzona kulo mhlahlandlela ziphatelene nomunye wemikhakha eseqoka yoMnyango, i-HIV kanye nesifo sofuba. Lo mhlahlandlela uwumphumela ophelele wolwazi, amakhono kanye nalokho abadlule kukhona labo asebenolwazi olunzulu kuyo yonke imikhakha yokuhlinzekwa kwezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini kanye nalabo abawuqonda ngokuphelele umphakathi. Lo mhlahlandlela ubonisa ngokujulile iqhaza elingabanwa yizinhlangano zomphakathi ekuqinisekiseni ukuthi luyalawuleka futhi luyangandeka ubhubhane Iwe-HIV, okuyinto egcizelela kabusha ukubaluleka kokubandakanywa kwemikhakha ehlukahlukene kwezepilo yomphakathi. Isahluko 3 (Ukumbabisana neziNhlangano Ezingenzi Nzuzo) sichaza ngobambiswano phakathi kweNyuvesi yase-Stellenbosch neNhlangano Engenzi Nzuzo

(NPO), oluholele esimweni sokusebenza esingcono ngaphakathi ku-NPO, futhi ekugcineni kutholakale nezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini ezisimeme. Lokhu ngesinye isibonelo somthelela olangazelelekayo futhi odingekayo emphakathini, okuwumthelela ehlose ukuwufezekisa iNyuvesi yase-Stellenbosch.

Ngithanda ukubabonga bonke ababambiqhaza abahlangane ndawonye ngenhoso yokuhiqiza lo mhlahlandlela, kanye nenhlangano yeziKhungo Zokulawulwa Nokuvinjewla Kwezifo exhase ngezimali zokuhlanganisa nokushicilelw ka. Kuyintokozo enkulu ku-FMHS eNyuvesi yase-Stellenbosch ukuba yabelane nave ngalo mhlahlandlela.

A handwritten signature in black ink.

Slz Jimmy Volmink

AMAZWI OKWESEKA LO MHLAHLANDLELA AVELA KUMBHISHOBHI OMKHULU OSEWATHATHA UMHLALAPHANSI U-DESMOND TUTU



ARCHBISHOP EMERITUS DESMOND M TUTU
O.M.S.G C.H D.D F.K.C



23 Nhlaba 2017

INingizimu Afrika ikhahlamezeke kakhulu ngenxa yobhubhane lwasandulelangculazi nengculazi, njengoba abantu abalinganiselwa ezigidini eziyisikhombisa bephila ne-HIV futhi bayizi-380 000 abatheleka nge-HIV minyaka yonke, kanti abangama-25% kulaba ngamatshitsi namantombazane asemancane. Zilinganiselwa ku-2.3 wezigidi izingane eziyizintandane ngenxa yesandulelangculazi nengculazi. Kusemqoka ukuthi siqinisekise ukuthi siyakunqanda ukubhebhetheka kwalolu bhubbane.

Nakuba sekukuningi impela osekufezekisiwe emkhakheni wezempilo yomphakathi, ngeke uhulumeni akwazi ukulwiana nesandulelangculazi nengculazi eyedwa, ngakho-ke izinhlangano zomphakathi nazo zinendima esemqoka kakhulu okumele ziyyidale, ikakhulukazi ngokufaka isandla emizamweni yokuvimbela i-HIV kanye nokuqinisekisa ukuthi bonke abantu bayasazi isimo sabo se-HIV.

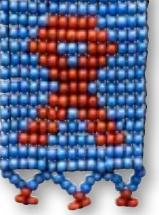
Abasebenzi bezempilo abavela e-Desmond Tutu TB Centre eNyvesi yase-Stellenbosch, ngokubambisana nezinhlangano ezingenzi nzuzo, bahlinzeke ngezinsizakalo zokuhlolelwa i-HIV eziqhutshelwa ngaphakathi emphakathini, kuleyo miphakathi ekhahlanyazwe wubhubhane lwe-HIV eKapa namaphethelo kusukela ngowezi-2008. Njengoba sebehlole abantu abangaphezu kwezi-168 000 ezikhungweni zabo ezizimele zodwana nakulezo ezingomahambanendlwana futhi kusenjalo beqhuba umkhankaso wokungena umuzi nomuzi lapho sebevakashele amakhaya angaphezu kwezi-60 000 ngenhloso yokuhlolela i-HIV, sebezue ulwazi olunzulu kuyo yonke imikhakha ephathelene nezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini.

Ngiyaziqhenya ngokusebenzisana nokubambisana ne-Desmond Tutu TB Centre futhi kuyintokoza enku kimina ukuxhasa nokweseka lo mhlahlandlela osebenziseka kalula futhi oletha ugqozi nofqufuqu, ogcwele izincacelo ezbibhalwa kahle kanye nezithombe, nezindlela zokusebenza eziphuma phambili, izincwaningo zezigameko, amacebo, amathuluzi (angatonyulwa kumawebhusayithi e-inthanethi) kanye nezinye izinsiza zobuchwepheshe obulalelwayo nobubukelwa ngamehlo ezigcizelela imiyalezo esemqoka esahlukweni ngasinye. Ngiyethemba ukuthi lo mbhalo uzolekelela abahlinzeki bezinhlelo ngolwazi oluphathekayo futhi olusebenzisekayo oludingekayo ekwenzeni umehluko emiphakathini yabo.

"Ubuntu bami buxhumene ncamashi nobakho, ngoba yilokho kuphela okuyokwenza sibe ngabantu ngokuhlanganya".

Archbishop Emeritus Desmond Tutu
e-Hermanus, eNingizimu Afrika





ISINGENISO

Sue-Ann Meehan

“ Yenza lokho okuncane okuhle ongakwenza lapho ukhona; futhi uma sezihlanganisiwe zonke lezo zinto ezincane ezinhle ezenziwe zingawuguqula ngendlela emangalisayo umhlabi.

- Archbishop Emeritus Desmond Tutu (Isishoshovu samalungelo omphakathi esalwisana nobandlululo futhi esahlonishwa ngendondo i-Nobel Peace Prize)

ISAHLUKO 1 ISINGENISO

Kungani ubalulekile lo mhlahlandlela?

I-HIV (isandulelangculazi) kanye ne-AIDS (ingculazi) wubhubhane olutholakala emhlabeni wonke jikelele. Ukuvimbela ukutheleleka kwabantu nge-HIV kusemqoka kakhulu ekunqandeni nasekulawulenii ukubhebhetheka kwengculazi. Kuyinto esiyamukelwe emhlabeni jikelele ukuthi ukuvinjelwa kwe-HIV kanye nokwelashwa akufanele kwenziwe ezikhungweni zezempiro zikahulumeni nje kuphela. Ukuvlisana nobhubhane lwe-HIV kudinga izinyathelo ezinqala ezithathwa ngokubambisana phakathi kukahulumeni nezinhlangano zomphakathi wonkana. Izinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini zidlala indima ebaluleke kakhulu empini yokulwisanne ne-HIV. Lo mhlahlandlela uzoba ngumthombo osemqoka kulabo abafuna ukusungula izinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini, njengengxene yohlelo oludidiyelwe lokuhlinzeka umphakathi ngosizo lwezempiro.

Ubufakazi bezesayensi buyasibonisa ukuthi yiziphi izinhlelo zokungenelela okumele sizisebenzise uma sifuna ukunciphisa ukutheleleka kwabantu nge-HIV, kepha-ke luncane kakhulu ulwazi olukhona njengamanje mayelana nokuthi kumele siziqalise kanjani lezi zinhlelo zokungenelela ngenhlosi yokuqinisekisa ukuthi ziqhutshelwa kulowo mphakathi okumele uhlomule. Isibonelo, kuyinto esiyaziyo ukuthi kudingeka ukuba sikhuphule isibalo sabantu abahlollela i-HIV ukuze sikwazi ukuthola labo asebehaqwe yileli gciwane bese sibathumela lapho bezothola khona ukwelashwa. Kepha-ke, kahle kahle iyiphi indlela elula yokungena emphakathini, ufile lapho uqalise uhlelo lokuhlinzeka ngezinsizakalo zokuhlolela i-HIV (HTS) eziqhutshelwa ngaphakathi emphakathini? Ubaxhumanisa kanjani nezinsizakalo zosizo lokwelashela i-HIV labo abahloliwe kwatholakala ukuthi sebehaqwe yi-HIV? Lo mhlahlandlela uyayiphendula le mibuzo kanye

neminye eminingi, njengoba uhlinzeka ngolwazi olufanelekile futhi olusebenziseka kalula, olususelwe olwazini olunzulu kanye nobuchwepheshi bababhali balo mhlahlandlela emkhakheni wezokuqualisa nokuhlinzeka kwezinhlelo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini.

Lo mhlahlandlela ufaka phakathi nezinto ezisemqoka eziphathelene nokuqualisa nokuphathwa kwezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini. Nakuba uxile ikahulukazi kulokho okubonakale ngenkathi kuqhutshwa zinhlelo zokweluleka nokuhlolela i-HIV, iningi lezimiselo ezisemqoka zalo mhlahlandlela zingasetshenziswa nakwezinye izinhlobo zezinhlelo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini, ezihlinzeka ngaphandle kwezikhungo zezempiro.

“ ukuqaliswa nokuhlinzeka kohlelo lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini kuvumela ukubonana ubuso nobuso endaweni lapho abantu bezizwa bekhululekile futhi benethezekile, bekulungele ukwamukela imfundiso yezempiro kanye nosizo lwezempiro, ezihlokweni eziphathelene nezempiro kanye nezifo eziyalokhu zibonisa ukucwaswa okuthile okubhekiswe kubantu abanalezo zifo, futhi eziسابوناكالا njengehlazo emiphakathini ethile. Lezi zinhlelo zihlinzeka ngamathuba okubambisana nokusebenzisana phakathi kwabholi bomphakathi, izinhlangano zezenkolo kanye nezinye ezsungulwe emphakathini. Njengoba sison dela ekusetshenzisweni kwendlela yokwelapha nokuhlinzeka ngosizo lwezempiro ebandakanya umphakathi wonkana, izinhlelo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini ziysisekelo esihle sokuqwahisa abantu nemiphakathi mayelana nendima okumele bayidle empini yokulwisanne nengculazi.” - Neshaan Peton (Iphini Likamqondisi Wohlelo Lwe-PMTCT kanye Nokwelashela i-HIV, eMnyangweni Wezempiro waseNtshonalanga Koloni)

Yini ozoyifunda kulesi sahluko?

1. Yini eyenze ukuba kube nesidingo sokuhlanganiswa kwalo mhlahlandlela?
2. Yini eyenza wehluke lo mhlahlandlela?
3. Ngubani ozohlomula kulo mhlahlandlela?
4. Kungani ebalulekile amasu okuvimbela isandulelangculazi aqhutshelwa ngaphakathi emphakathini?
5. Kungani kubalulekile ukuthola izifundo ezintweni eziwonakele futhi ezenzekile eNingizimu Afrika?
6. Sinjani isimo sendawo okugxilwe kuyona?
7. Uwusebenzisa kanjani lo mhlahlandlela?
8. Yini ozoyifunda kulo mhlahlandlela?

1. Yini eyenze ukuba kube nesidingo sokuhlanganiswa kwalo mhlahlandlela?

I-Desmond Tutu TB Centre (DTTC), esebeanza ngaphansi koMnyango Wezokwelashwa Kwezifo Zabantwana, oPhikweni Lwamasayensi Ezokwelapha Nezempiro iloku ihlinkeze njalo negezinlelo ze-HIV nesifo sofuba kusukela ngowezi-2008, ngenhoso yokwenza ngcono ukufinyeleka kwezinsizakalo zokuhlolelo i-HIV kanye nokuxhumanisa lezi nsizakalo nosizo lokwelashwa, kanye nokuqinisa ukudidiyelwa kwezinsizakalo ze-HIV nesifo sofuba. Usizo lwezimali lokuxhassa lokhu luvele ku-PEPFAR (uHlelo lukaMongameli Oluphuthumayo Losizo Lwengculazi), ngaphansi kweziKhungo Zokulawulwa Nokuvinjelwa Kwezifo (CDC) ukuze kuqaliswe futhi kuhlinzekwe lezi zinhlelo. Ngokusebenziana nezhikhungo zezempiro, izinhlangano ezingenzi nzuko (ama-NPO) kanye nokusebenziana ngqo nemiphakathi, i-DTTC isizube ulwazi olunzulu mayelana nokuxhumana nababambiqhaza kanye nezindlela zokusebenza eziphuma phambili eziphathelene nokubambisana nezinhlangano zendawo. Ukuhlinzaka ngezinsizakalo zokuhlolelo i-HIV, ngaphansi kwezimo ezihlukahlukene, sekuhlinzeke ngolwazi olusemqoka kanye ngezifundo ezinolhonze mayelana nokudidiyelwa kwezinsizakalo kanye nokuxhunyanisa kwabantu nosizo lokwelashwa ukuze kutholakale imiphumela engcono mayelana nokunakekelwa kwabantu abane-HIV nesifo sofuba. Ngapezu kwalokho, sifundile futhi mayelana nokulawulwa kokujinisekiswa kwekhwalithi (QA) yezinsizakalo zokuhlolelo i-HIV eziqhutshelwa ngaphakathi emphakathini futhi sazuza nolwazi olunzulu futhi olusebenzisekayo oluphathelene nokuqowa kwemininingo efanelekile esezingeni eliphezulu kakhulu yokuqapha kanye nokuhlola lezi zinhlelo. Ngowezi-2016, i-CDC South Africa yaxhumana ne-DTTC, yanxusa ukuba sizifake kulo mhlahlandlela

Imiphakathi ehlala edolobheni laseKapa namaphethelo



Iezo zifundo ezitholakele kanye nezindlela zokusebenza eziphuma phambili, ngenhoso yokwabelana ngalokhu nabanye ababambe iqhaza ekuhlinzekweni kwezinlelo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini. Lo mhlahlandlela uwumphumela waleso sicelo. Kuyintoko enku kithina ukwabelana nabanye abantu ngalokho esikufundile kanye nalokho esikutholile noma esikubonile ngenkathi senza umsebenzi wethu.

2. Yini eyenza wehluke lo mhlahlandlela?

Lo mhlahlandlela uhlukile ngoba uhlinzaka ngendlela ephathekayo futhi esebenzisekayo yokuhlinzaka ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini. Bonke abafake isandla ekuhlanganisweni kwalo mhlahlandlela banlwazi abaluthole ngqo ngenkathi behlinzaka ngosizo nsukuzonke kumalungu ajwayelekile omphakathi futhi bayasiphohlozela ngalokho abakubone ngawabo amehlo emazingeni aphanzi emphakathini. Nakuba ulwazi oluhsinzekwe lapha luqondene nalokho abakubonile ngaphansi kwezimo ezhile, umfundu walo mbhalo uzokwazi ukulusebenzisa kalula lolu lwazi oluqukethwe lapha ezimweni ezhile eziqondene nesimo sakhe.

Lo mhlahlandlela awubandakanyi lonke ulwazi olutholakele futhi awubeki imikhawulo futhi awuphoqeleti abantu ukuba benze lokhu okubhalwe lapha njengoba kunjalo. Uhlose ukugugquzelu abantu ukuba bacabange ngokujulile futhi unika umfundu ugqozi ngokusebenzisa izindlela eziphathetekayo futhi ezinobuhlakanu zokubhekana nezinsele ezingini abahlangabezana nazo ngenkathi behlinzaka ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini.

3. Ngubani ozohlomula kulo mhlahlandlela?

Noma ngubani angahlomula kulo mhlahlandlela, nakuba uqondiswe ikakhulukazi kubantu abahela ukuhlinzaka ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini noma abafuna ukwenza imisebenzi yomphakathi ehlobene nalokhu. Kunezhinlolo eziningi zabasebenzi ababambe iqhaza ekuhlinzekweni kwemikhakha ehlukahlukene yezinhlelo nemisebenzi ephathelene nezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini, kubandakanya; abaphathi bezinhlelo noma abalawuli bezinhlelo ababambisene nabo, abahlengikazi, abeluleki beze-HIV, abagqugquzelu bomphakathi, abaqaphi nabahloli bezinhlelo nezinsizakalo, abasebenzi bezokujinisekisa ikhwalithi, abaxumanisi bomphakathi, izimenjenja, abasebenzi bama-NPO, abaphathi bemininingo, abathuthukisi bemininingo, izimenjenja zezimpiko ezengamele izindaba zabasebenzi nokuqashwa kwabo kanye nabaqeqeshi. Yonke le mikhakha yabasebenzi izohlomula kulo mhlahlandlela.

4. Kungani ebalulekile amasu okuvimbelo i-HIV aqhutshelwa ngaphakathi emphakathini?

Amazwe amanangi, kubandakanya neNingizimu Afrika, awamukela ngokusemthethweni umgomu okuhloswe ukufinyelela kuwona wama-'90-90-90' woHlelo LweNhlangano Yezizwe Lokulwisanu Nesandulelangulazi Nengulazi Ngokuhlanganyela (UNAIDS), okuhloswe ngalo ukuqedu ubhubhane Iwengculazi (1). Ngokwalo mgomo obekiwe, ngowezi-2020 abantu abaphila ne-HIV abangama-90% bazobe sebesazi isimo sabo se-HIV, kanti abantu abangama-90% okutholakale ukuthi bane-HIV bazobe sebefakiwe ohlelweni lokwelashwa ngemishanguzo yokudambisa igciwane (ART) futhi abangama-90% kulaba bazobe sebenobungako begciwane obungasabonakali, nakuba lizobe lisekhona emzimbeni (2). Inhoso-mbono yalokhu wukuthi wonke umuntu akwazi ukuthola izinsizakalo zokuhlolelo i-HIV (HTS) futhi wonke umuntu ophila ne-HIV abe ngaphansi kohlelo lokwelashwa futhi afinyelele esimweni lapho ubungako begciwane bungasabonakali emzimbeni wakhe, ukuze kuqinisekiswe ukuthi akeko umuntu ozalwa ene-HIV futhi akeko umuntu oshonayo ngenxa ye-HIV (1). Bheka uMfanekiso 1.1.

Ohulumeni ngeke bakwazi ukulwisanu nobhubhane Iwengculazi bebodywa. Izikhungo zezempiro zikahulumeni ngeke zikwazi ukuhlolelo i-HIV wonke umuntu. Futhi azinazo izinsiza ezidingekayo zokuhlolola nokwelapha bonke abantu abahaqwe yi-HIV. Ngapezu kwalokho, akubona bonke abantu emiphakathini abakwaziyo ukufinyelela ngokuphelele ezikhungweni zezempiro (3). Izimo eziningi ezikhona, njengokulinda emgqeni isikhathi eside, abasebenzi bezempiro abangenaso isineke nobubele kanye nokuwaswa kwabantu abane-HIV (4 - 7) nezinye

Uthi bewazi nje?

Yini umehluko phakathi kokwelulekwa nokuhlolelwa igciwane okuqaliswe ngumhlinzeki wezinsizakalo kanye nalokho okuqaliswe yikhasimende eNingizimu Afrika?

Ukwelulekwa nokuhlolelwa igciwane okuqaliswe ngumhlinzeki wezinsizakalo (PICT): Ngokuvamisile abahlinzeki bosizo Iwezempiro bahlinzaka njalo ngosizo lokuhlolewa i-HIV kubo bonke abantu abavakashela izikhungo zezempiro njengengxene yosizo Iwezempiro Iwansukuzonke nokwelashwa, kungakhathalekile ukuthi babonisa izimpawu nezinkomba ze-HIV noma cha. Lokhu kukhuphula isibalo sabantu asebehlolelw i-HIV futhi kwenza kuba lula ukuhlonza abantu abane-HIV kusenesikhathi, obekunokwenzeka ukuthi abasazi isimo sabo se-HIV (11).

Ukwelulekwa nokuhlolelwa igciwane okuqaliswe yikhasimende (CICT): Abantu bavakashela esikhungweni zezempiro, ngenhoso eyodwa nje kuphela, ukuyohlolewa i-HIV. Bazithathela ngokwabo isinqumo sokuthi bafuna ukwazi isimo sabo se-HIV, lokhu umuntu angakwenza yedwa, noma akwenze nesithandwa sakhe noma bakwenze njengomndeni (11).

zezizathu ezbekwe ngabantu njengezizathu ezenza bangafinyeleli kahle ezikhungweni zezempiro, ikakhulukazi uma bezizwa bengaguli emzimbeni futhi bengaziboni noma bengaziwza izimpawu noma izinkomba zesifo emzimbeni. Abanye abantu abakuthandisisi kahle ukuvakashela ezikhungweni zezempiro, lokhu kubandakanya ikakhulukazi amadoda (8) ngoba acabanga ukuthi izindawo ezinjengalezi yizindawo zabantu besifazane, ngokunjalo namabhungu namatshitsi ngoba phela wona abona sengathi izikhungo zezempiro aziwamukeli ngezandla ezifudumele futhi awaphathwa kahle ngenkathi evakashele kulezi zikhungo (9). Kepha-ke, kuyiqiniso ukuthi inqubekelaphambili enku ephathelene nokukhushulwa kwsibalo sabantu abasaziyo isimo sabo se-HIV yenzeke ngaphakathi ezikhungweni zezempiro. Lokhu kwenzeke ngokulandela indlela yokusebenza equaliswe ngumhlinzeki wezinsizakalo (provider-initiated approach) (10).

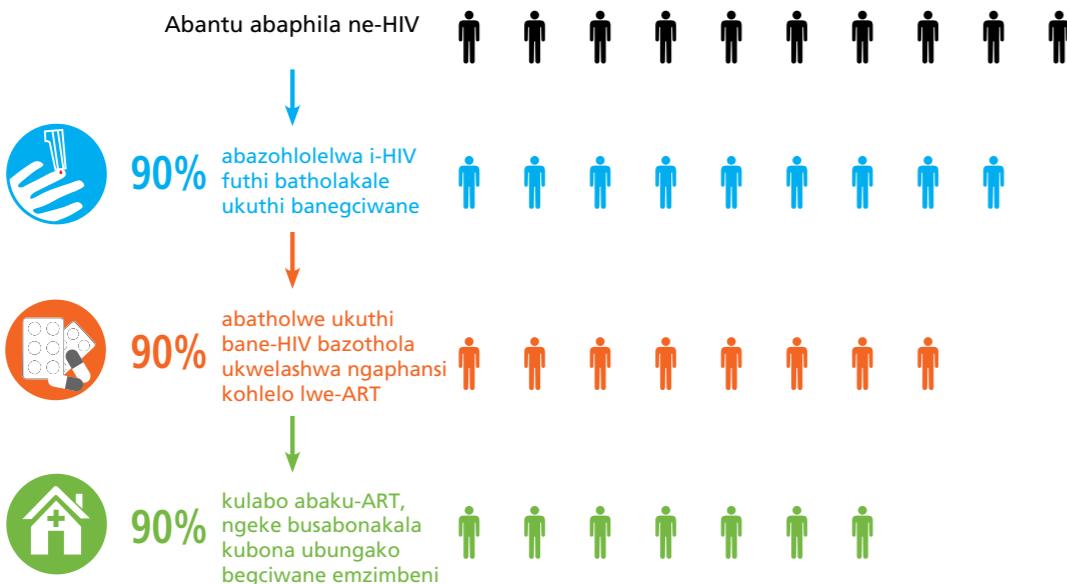
Izinsiza eziyingcosana kanye neqiniso lokuthi akubona bonke abantu abakuthokozelayo ukuvakashela esikhungweni zezempiro, kuhlinzaka ngamathuba okuba izinhlangano zomphakathi zisebenzisane nohulumeni kanye nezinye izinhlangano, isibonelo, izikhungo zemfundo, ngenhoso yokunqanda nokulawula ubhubhane Iwe-HIV. Lokhu kugcizelala indima esemqoka yezinlelo zokuvinjelwa kwe-HIV eziqhutshelwa



ngaphakathi emphakathini ekuvimbeleni ukutheleka kwabantu nge-HIV, ngokusebenzisa kokubili, izindlala zokusebenza eziqaliswe ngumhlinzeki wezinsizakalo kanye nalezo eziqaliswe yikhasimende ngokwalo, okuhloswe ngazo ukuthola abantu abahaqwe yi-HIV

bese bexhunyaniswa nosizo lwezempiro nokwelashwa.

Ukuze uthole ulwazi olithe xaxa mayelana nomgomo we-UNAIDS okuhloswe ukufinyelela kuwona, vakashela le webhusayithi elandelayo: <http://www.unaids.org/en/resources/documents/2014/90-90-90>



UMfanekiso 1.1: Lokhu kukhuthazwa wumgomo wama-'90-90-90' we-UNAIDS

5. Kungani kubalulekile ukuthola nezifundo ezintweni ezibonakele futhi ezenzekile eNingizimu Afika?

Emhlabeni jikelele, bayizigidi ezingama-36.7 abantu abebehila ne-HIV ngowezi-2015 (12), futhi abayizigidi ezingama-25.6 kulaba bantu ngabantu abahlala e-sub-Saharan Africa (13), okuyiyona ngxenyen yomhlaba ethathwa njengesizinda esikhulukazi salolu bhubhane lomhlaba jikelele. INingizimu Afrika inesibalo esikhulukazi sabantu abane-HIV emhlabeni jikelele, njengoba ngowezi-2015 bekunabantu abayizigidi eziyisikhombisa abaphila ne-HIV, futhi inohlelo olukhulukazi emhlabeni jikelele oluqhutshwa nguhulumeni lokuhlinzekwa kwabantu abane-HIV ngemishanguzo yokudambisa isandulelangculazi nengculazi, njengoba ngaphansi kwalolu hlelo kunabantu baseNingizimu Afrika ababalelwaezigidini ezingu-3.3 abathola ukwelashwa ngemishanguzo (14). INingizimu Afrika inobhubhane lwe-HIV oluthathwa njengolusabalele futhi olutholakala kubantu abahlukahlukene njengoba ukutheleka kwabantu kwenzeka ikakhulukazi kubantu abathandanayo bobulili obungafani, okusho abesilisa nabesifazane (15). Ukutheleka kwabantu nge-HIV kulinganiselwa kuma-18% kubantu abadala abaneminyaka yobudala

ephakathi kweyi 15-49 (16). Ukutheleka nge-HIV kuthanda ukuphakama kwabesifazane uma beqhathaniswa nabesilisa futhi kuphakeme nakulabo abahlala ezindaweni eziyimijondolo ezakhelene namadolobha uma beqhathaniswa nalabo abahlala ezindaweni zasemakhaya (17). Abantu abanangi abaphila ne-HIV ngabantu abavela emiphakathini ehlwempu (18).

Seziguuke kakhulu izinyathelo nezindlala zokulwiana ne-HIV ezithathwe yiNingizimu Afrika. Ekuqaleni, ngeminyaka yavo-1990, uhulumeni waseNingizimu Afrika wayephika ukuthi i-HIV ibangela ingculazi. Indlala eyodwa vo eyabe isetshenziswa ukuvimbela ukutheleka kwabantu nge-HIV kwakuwukusebenzisa amakhondomu (19). Ngasekuqaleni kweminyaka yavo-2000, ubufakazi bezesayensi babonisa ukuthi uhlelo lwe-ART lungakuvimbela ukuba omama abakhulelwae abane-HIV badlulisele i-HIV kubantwana babo abangakabelethwa (20). Umnyango wezempiro awuthandanga ukuphumela kahle obala ngalokhu, kepha nje wagcina ngokuthi le mishanguzo inoshev uobungozi futhi uhulumeni akanayo imali eyanele yokuqalisa nokukhokhela uhlelo lukazwelonek lokuvinbela ukuba omama abakhulelwae abane-HIV badlulisele i-HIV kubantwana babo abangakabelethwa (PMTCT) ezweni lonkana laseNingizimu Afrika (20).

Izinhlangano zomphakathi zaphendula kulokhu ngokumangalela uhulumeni eNkantolo YoMthethosikelo, eyakhipha isinqumo esithi ukungahlinzekwa kwe-PMTCT kuyisenzo sokunyathela nokwephula amalungelo esintu (20).

Uhlelo lwe-PMTCT lwaqaliswa kancane kancane ukuhlinzekwa kusukela ngowezi-2002 kuya phambili (21). Emva kwalokhu, ukndluliseka kwegciwane le-HIV lisuka komama lingene kubantwana babo kwancipha kusuka kuma-8.5% ngowezi-2008 (22) kwehlela kuma-2.4% ngowezi-2012 (23).

Kulandela ukuqokwa kukaMongameli omusha kanye noNgqongqoshe Wezempiro ngowezi-2009 (24), uhulumeni waqala ukuthatha izinyathelo eziqinile futhi eziphuthumayo zokulwiana nobhubhane lwe-HIV. Abantu baseNingizimu Afrika belulekwa ukuba bahambe bayoholelwia i-HIV futhi "basazi isimo sabo se-HIV". Kulandela umkhankaso kazwelonek wokuholelwia i-HIV (2010/2011), isibalo sabantu abadala abake baholelwia i-HIV sakhuphuka sisuka kuma-43.7% ngowezi-2010/11 safinyelela kuma-65.2% ngowezi-2012 (25), futhi iningi labantu abadala abaholelwia i-HIV baholelwia ezikhungweni zokuholelwia i-HIV ezisemphakathini.

Phakathi kwezi-2006 nowezi-2011, kwakhulisa ukuhlinzekwa kwe-ART, ikakhulukazi ngenxa yokuhula koxhaso-mali oluvela kubaxhasi basemazweni angaphandle. Lolu xhaso-mali lwabiwa ikakhulukazi ngokusebenzisa izinhlangano ezingekho ngaphansi kukahulumeni (26), okubonisa ukabaluleka kweqhaza lezhinglangano zomphakathi ekukhulisweni nokwelulwa kohlelo lwe-ART eNingizimu Afrika. UMnyango Wezempiro nawo wadlala indima ebalulekile ekukhulisweni kohlelo lwe-ART, ngokuloku uqhububeke njalo nokwelula imigomo yokufaneleka kwabantu ukuhlinzekwa ngosizo lokwelashelwa i-HIV, futhi ngalokho-ke sakhula isibalo sabantu abahaqwe yi-HIV abafakwa ngaphansi kohlelo lwe-ART. Umkhawulo wesibalo se-CD4 emzimbeni nawo wakhushulwa ngokuqhukayo ukuze nalabo abanesibalo se-CD4 esiphezulu bakwazi ukuthola ukwelashwa (22, 27, 28). NgoMandulo wezi-2016, iNingizimu Afrika yaqala ukuhlinzekwa nge-ART kubo bonke abantu abaphila ne-HIV, kungakhathalekile ukuthi banesibalo se-CD4 esingakanani emzimbeni (16).

Uhlelo lweNingizimu Afrika lokunqanda ubhubhane lwe-HIV, nakuba lwabe luhamba ngesivinini sonyawo lonwbu ngasekuqaleni, kepha ngokuqhukayo selubonisa ukuqina namandla amakhulu kunakuqala, luhinde futhi lubonise nezinguquko ezingolhonze eziningana ezenziwayo kwinqubomgomu kanye nenqubekelaphambili enku emizamweni yokuvimbela nokwelapha i-HIV, ngokuhlanganyela nokusebenzisana kanye nokuxhumana okuqhukayo phakathi ukahulumeni nezinhlangano zomphakathi (29), konke lokhu kwenza iNingizimu Afrika ibe yizwe elehlukile kakhulu okungenziwa kulona ucwaningo oluphathelene ne-HIV. Ukwabelana ngolwazi lwezinto

nezimo edlule kuzona iNingizimu Afrika kanye nezifundo ezitholakele kulokhu kubaluleke kakhulu futhi kuzoba wusizo njengoba umphakathi womhlaba uzama ukuthola izindlala zokunqanda nokulawula ubhubhane lwe-HIV ngaphambi kokufika konyaka wezi-2020 (30). Izinhlangano zomphakathi kumele ziqhubeke nokudlala indima yazo ekulwisaneni nalolu bhubhane, futhi kumele ziqhubeke nokuhlolola izidingo zomphakathi kanye nokuqalisa izinhlelo ezenza umehluko ezipilveni zabantu abahaqwe yi-HIV kanye nalabo abathintekile nabakhahlamezekile ngenxa yalolu bhubhane.

6. Sinjani isimo sendawo okugxilwe kuyona?

Lo mhlahlandlala usebenzisa ulwazi lwezimo okudlulwe kuzona kanye nezifundo ezifundiwe kule minyaka eyisishiyagalolunye edlule, ngenkathi kuhlinzekwa ngezinhlelo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini. Ulwazi oluningi olufakwe kulo mhlahlandlala wulwazi olutholakale ezmweni okudlulwe kuzona kanye nezifundo ezitholakele ngenkathi kualiswa futhi kuqhutshwa imiklamo emithathu ezimele yokuhlinzekwa ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini, ezixhaswe ngezimali ngaphansi kohlelo lwe-CDC, okusho uMklamo Wokudidiyelwa Kwezinsizakalo Zokulwiana Nesifo Sofuba ne-HIV Eziqhutshelwa Ngaphakathi Empifikathini (2008-2012); uMklamo Womphakathi Wokuvimbela Isandulelangculazi Nengculazi (COMAPP) (2011-2017) kanye nengxenyen ewuhlelo lokungenelela ye-HIV Prevention Trials Network (HPTN) 071 Population Effects of Antiretroviral Therapy to Reduce HIV Transmission Trial (PopART), okuyinhlanganisela yephakheji yokuvimbela i-HIV (kusukela ngowezi-2014 kuze kuge manje). Izsinsizakalo zokuholelwia i-HIV eziqhutshelwa ngaphakathi emphakathini okukhulunya ngazo kulo mhlahlandlala zahlinzekwa eSifundeni SoMkhandludolobha waseKapa kanye neSifunda sase-Cape Winelands eSifundazweni saseNtshonalanga Koloni eNingizimu Afrika.

ISifunda SoMkhandludolobha waseKapa, yisifunda esibekwe eqhulwini yi-PEPFAR ngenxa yokuthi kunabantu abalinganisela ezi-177 285 abaphila ne-HIV kulesi sifunda (16). Isibalo sabesifazane abakhulelwae abavakashela emitholampilo ukuba bayoxilongwa futhi banakekelwe ngokufanelekile kulesi sifunda abane-HIV sikhuphukile sisuka kuma-18.2% ngowezi-2009 safinyelela kuma-20.4% ngowezi-2014. Kuzo zonke izifundana ezincane eziyisishiyagalombili ezingaphansi kwalesi, isibalo somama abakhulelwae abane-HIV siphakathi kwama-8.8% nama-34.7% (31). Balinganisela kuma-79% abantu abathola ukwelashwa ngemishanguzo ngaphansi kohlelo lwe-ART (16). Isifunda sase-Cape Winelands yisifunda esithi masifane nendawo yasemakhaya esingaphandle kwedolobha laseKapa. Sinezifunda ezincane ezinhlau ezingaphansi kwaso, lapho isibalo somama abakhulelwae abane-HIV siphakathi kwama-5.4% nama-19.8% (31).



Izinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini zinendima esemqoka ezingayidlala empini yokulwisan nobhubhane lwe-HIV ngenhoso yokwenza umehluko ezimpilweni zabantu asebehaqwe yi-HIV kanye nalabo abathintekile nabakhahlamezekile ngenxa ye-HIV.

Isibalo sabantu abahaqwe yi-HIV asilingani, sehlukile ngokwezfunda zezempiro ezihlukahlkene. Isibalo esikhulu sitholakala ezindaweni ezingahlelekile kahle ezisemadolbeni, okuyizindawo ezinabantu abaningi ngokweqile futhi ezinakho kokubili, izindlu ezakhwi kahle kanye nemijondolo. Lena yimiphakathi ebhekene nezinselele nezinkinga zomphakathi ezinungi, kubandakanya amazinga aphakeme kakhulu obubha, ubugebengu, ukuntuleka kwamathuba omsebenzi kanye nokuxhashazwa kwezidakamizwa.

Le miklamo okukhulunya ngayo lapha yaqaliswa futhi yahlinzekwa ngaphakathi kwale miphakathi, futhi lapho kwatholakala khona izifundo ezibalulekile, eziwusizo kakhulu futhi lapho kwaba nezimpumelelo eziningi ekuhlinzekweni komphakathi nezinsizakalo. Ulwazi nezfundo ezatholakala ngaphansi kwalezi zimo kanye namakhono nezindlela zokusebenza ezazuzwa lapha kuyingxenyi yowlazi oluyisisekelo oluqukethwe kulo mhlahlandlela.

7. Usethenziswa kanjani lo mhlahlandlela?

Lo mhlahlandlela wenzelwe ukuhlinzeka umfundu ngolwazi oluzomenza acabange ngokujulile, okuwulwazi olwethulwe ngendlela ekhuthazayo, egquqzelayo futhi efaka ugqozi nofuqufuqu.

Isahluko ngasinye siqukethe:

- **Indatshana eyisingeniso** ehlinzeka ngolwazi lokuthi kungani sibalulekile lesu sahluko esimweni sezinsizakalo zokuvnjelwa kwe-HIV eziqhutshelwa ngaphakathi emphakathini.
- **Ulwazi loqukethwe** olubonisa lokho okufakiwe kuleso sahluko.
- **Imibhalo** ebhalwe ngokwemibono nezimo zababambiqhaza abahlukahlukene; kubandakanya umhlinzeki wezinsizakalo, abasebenzi bezempilo, ama-NPO kanye nomsebenzisi wezinsizakalo (ikhasimende).
- **Izithombe** eziponisa iningi lemisebenzi yqobyo eyenziwayo kanye nezinhlelo zokungelela okuxoxwa ngazo esahlukeni.
- **Izincwaningo zezigameko** zibonisa izibonelo zezigameko ezenzeke ngempela esidlule kuzona ezimpilweni zethu.
- **Amacebo** ahlinzeka ngolwazi olubalulekile futhi olusebenzisekayo.
- Amabhokisana anesihloko esithi, **uthi bewazi nje** akuchazela nezimo nolwazi olusemqoka oluhlobene nesahluko.
- **Izinkomba** zamawebhusayithi ahlinzeka ngemibhalo engezive umuntu angayifunda.
- **Izinkomba** zolwazi oluhlobene olutholakala kwezinye izahluko ukuze umfundu asiqonde ngokuphelele isahluko esithile ngokwezimo nemibono ehlukahlukene.

Yikuphi okunye okuqukethwe yilo mbhalo?

- **Amathuluzi kanye nezinsiza zokuqequesha** kuyingxenyi yezithasiso. Abasebenzisi balo mhlahlandlela bangawasebenza lawa mathuluzi futhi bawaguqugquqle ukuze ahambelane nezinhlelo zabo.
- Isethulo sobuchwepheshe **bezinzwakubona (audiovisual)** eziponisa lezo zinto eziemqoka esahlukeni ngasinye.

8. Yini ozoyifunda kulo mhlahlandlela?

Ukuhlinzekwa ngempumelelo kwanoma yiluphi uhlelo lomphakathi oluqhutshelwa ngaphakathi emphakathini kuvamise ukuncika ikakhulukazi kulokho esikwenzayo ngaphambi kokuqaliswa kohlelo lolo, okubandakanya nendlela esixhumana ngayo nababambiqhaza abahlukahlukene abafanelekile. **Isahluko 2: Ukuxhumana nababambiqhaza** sihlose ukuqinisekisa

ukuthi umfundu uyaqonda ukuthi kuxhunyanwa kanjani nababambiqhaza, ngaphambi kokuqaliswa kohlelo kanye nangenkathi sekualile ukuhlinzekwa kohlelo, isahluko sihlinzeka ngemihlahlandlela esemqoka kanye namathuluzi amanigi ukuqinisekisa ukuxhumana nokusebenziana nababambiqhaza ngempumelelo. Izindlela zokuhlinzeka nezinsizakalo eziqhutshelwa ngaphakathi emphakathini, eziavime ukuholwa nokulawulwa ngama-NPO, zihlinzeka nezinsizakalo ngaphandle kwezikhungo zezempiro, eduze kwezindawo lapho behlala, besebenza noma befunda khona abantu. **Isahluko 3: Ukubambisana nezinhlangano ezingeni nzuko** sihlinzeka ngolwazi olusemqoka kakhulu lokuthi kusethenziswa kanjani nama-NPO ngenhoso yokuhlinzeka nezinsizakalo zokuvimbela i-HIV, ngendlela ezonikeza ama-NPO amandla okusebenza ukuze uhlelo aluqhubayo lusimame futhi luqhubeke isikhathi eside. Alukho uhlelo olungaphumelela ngaphandle kwabasebenzi abaqequeshe kahle, abawukhuthalele umsebenzi wabo futhi abaphile kahle emzimbeni. **Isahluko 4: Ukwakha, Ukuhlonisa kanye Nokusekela Ithimba** sihlose ukuhlonisa nokhanyisela umfundu nezindlela ezinohlonze zokuqasha, ukuqequesha, ukukhuthaza kanye nokusekela abasebenzi ngenhoso yokwakha nokusimamisa ithimba elisebenza kahle elizoqalisa futhi liqhubo ngempumelelo uhlelo lokuvimbela i-HIV.

Izinsizakalo ze-HIV eziqhutshelwa ngaphakathi emphakathini zinganciphsa izindleko nesikhathi esichithwa ngabantu ngenkathi begibela beya ezikhungweni zezempiro, futhi ngokunjalo zinciphise nesikhathi eside esilindwa ngamakhasimende emgqeni ngenkathi elinde usizo ezikhungweni zezempiro (5). Izinsizakalo eziqhutshelwa ngaphakathi emphakathini ziyalekelela ekususeni eminye imigoqo nezithyo eziqbhela abantu bangakwazi ukufinyelela ezikhungweni zezempiro. **Isahluko 5: Ukuhlinzekwa Kwezinsizakalo Ezibanzi Ezigxile Kumakhasimende Ngokuphele** sizogxila ikakhulukazi kwizindlela ezihlukahlukene ezipathelene nokuhlinzekwa kwezinsizakalo eziqhutshelwa ngaphakathi emphakathini, futhi lesi sahluko sizobhekisisa ubuhle bendlela ngayine esetthenziswayo kanye nezinselele eziqhathelene nayo, ngocubungula abantu okufinyelela kubona, izinsizakalo ze-HIV eziqhutshelwa nomphumela walokho kanye nokuxhunyanisa kwabantu nosizo lwezempiro nokwelashwa. Lesi sahluko sihlinzeka umfundu nezindlela zokusebenza eziqhuma phambili kanye namacebo awusizo, futhi sichaza kabanzu ngokuthi zididiyelwa kanjani izinsizakalo ezihlobene nezempiro eziqhutshelwa zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini (CB HTS).

Isahluko 6: Ukuxhumanisa Usizo Lwe-HIV Nokwelashwa sicubungula udaba olusemqoka kakhulu lokuxhunyanisa kwabantu osekutholakale ukuthi bahaqwe yi-HIV emphakathini nosizo lokunakekelwa nokwelashelwa i-HIV oluhlinzekwa ngaphakathi ezikhungweni zezempiro. Lesi sahluko

sibhekisa udaba lokuthi kungani ukuxhunyaniswa nosizo lokwelashwa kuyisinyathelo esisemqoka kakhulu kwinqubo yokuholela i-HIV, futhi sihlinzeka ngezinye zezizathu eziningi zokuthi kungani abantu bengaxhumanisi ukuholelwa i-HIV nosizo lokwelashwa futhi sichaza kabanzi ngezindlela eziphathekayo futhi ezisebenzisekayo zokwenza ngcono ukuxhunyaniswa kwenqubo yokuholela i-HIV nosizo lokwelashelwa leli gciwane olutholakala ezikhungweni zokuholela i-HIV eziqhutshelwa ngaphakathi emphakathini.

Ngaphezu kokuhlinzeka kwezinsizakalo, ziningi ezinye izinto eziphathelene nokuqhutsha kohlelo eziyingxene yohlelo lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini oluhlinzekwe ngempumelelo. Ukuqinisekiswa Kwekhwalithi (QA) yanoma iluphi uhlelo lokuholela i-HIV kuyinto esemqoka kakhulu. **Isahluko 7: Ukuqinisekiswa Kwekhwalithi Yezinsizakalo Zokuholela i-HIV Ngokushesha** sihlinzeka ngamasu kanye nezinyathelo eziwusizo ezizokwenza ukuba izinhlelo eziqhutshelwa ngaphakathi emphakathini zikwazi ukuhlinzeka ngezinsizakalo zokuholela i-HIV eziseqophelweni eliphezulu futhi ezihlinzeka ngemiphumela yokuholelwa i-HIV eyiqiniso futhi enembayo. Ukulawulwa kwemininingo nakho kungenye yezinto ezisemqoka

kakhulu kunoma yiluphi uhlelo lokuvimbela i-HIV. **Isahluko 8: Ukulawulwa Kwemininingo** sihlinzeka umfundu ngalo lonke ulwazi oludingekayo ukuze akwazi ukuthatha izinqumo eziphusile mayelana nokusungula uhlelo lokulawulwa kwemininingo olufanelekile futhi ukuze kuqinisekiswa ukuthi ukuqoqwa kwemininingo kuyahambelana nohlelo oluqhutshwayo, nokuthi imininingo iseopphelweni eliphezulu futhi ihlinzeka ngesikhathi esifanelekile. Ngokusebenzisa izincwaningo zezigameko, lesi sahluko sichaza kabanzi ngokuthi amabalazwe ezindawo okuhlala kuzona abantu angasetsheniswa kanjani njengendlela ehlukile yokubonisa imininingo njengomfanekiso obonakala ngamehlo. **Isahluko 9: Ukuqapha Nokuhola** siqondene nokuqapha nokuhola (M&E), okuyingxene esemqoka kakhulu kunoma yiluphi uhlelo. Lesi sahluko sihlinzeka ngomhlahlandlela obonisa ukuthi iqoqwa kanjani imininingo yokuqapha izinsizakalo zokuvimbela i-HIV nokuhola imiphumela yalokhu.

Siyethemba ukuthi lo mlahlandlela uzokuhlinzeka ngogqozi nenkuthazo ngenkathi uqalisa futhi ulawula ngempumelelo uhlelo lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini futhi ngalokho-ke "Nawe wenze lokho okuncane okuhle ongakwenza lapho ukhona".





ISAHLUKO 2 UKUXHUMANA NABABAMBIQHAZA



UKUXHUMANA NABABAMBIQHAZA

Blia Yang, Nozizwe Makola, Jody Boffa, Zamikhaya Ndiki kanye no-Lario Viljoen

“ Lo msebenzi anizenzeli nina – ningalokothi niphile ngaphezu kwabantu, kodwa philani nabo. Uma ukwazi ukukhula udlondlobale, kuphuka nomunye umuntu.

- Charlotte Maxeke (*Omunye wabesifazane bokuqala abamnyama baseNingizimu Afrika abazuza iziqu zasenyuvesi; 1871 – 1939*) ”

Kungani sibalulekile lesi sahluko?

Ukuxhumana nababambiqhaza, ngaphambi kokualiswa kohlelo nangenkathi seluqaliswi, kuyinto esemqoka kakhulu empumelelweni yanoma iluphi uhlelo oluqhutshelwa ngaphakathi emphakathini. Kusemqoka ukuba kuyekwe ukusebenzisa izinhlelo zokungenelela ezenza abantu abahlomulayo bangabambi iqhaza ngenuthalo, kepha esikhundleni salokho kumele kuqinisekiswe ukuthi ngaso sonke isikhathi abantu babamba iqhaza ngenuthalo ezinhlelweni ezenzelwe bona. Kwenziwa kanjani ukuhlaziyya kwesimo? Isungulwa kanjani iBhodi Yokweluleka Umphakathi (CAB)?

Kuxhunyanwa kanjani nababambiqhaza abahlukene futhi kwakiwe nobambiswano loqobo ukuze kube khona ukuhloniphana phakathi kwalabo abathintekayo futhi bahlomule bonke ngokulinganayo? Lesi sahluko sizophendula le mibuzo ngokuchaza kabanzi ngaphansi kwesihloko sokuxhumana nababambiqhaza mayelana nokubonisana, ukusungula izinhlelo ngokuhlanganyela, ukwamukela nokusebenzisa izinhlelo ngokuphelele, ukubambisana, ukusebenzisana kanye nokuqinisekisa ukuthi kunesidingo nentshisekelo emphakathini yokulangazelela nokusebenzisa izinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini.

Yini ozoyifunda kulesi sahluko?

1. Ufunda kanjani ngomphakathi ngaphambi kokuqalisa izinsizakalo zokuvimbela i-HIV?
 - 1.1 Ukuthola izifundo ekuhlaziyyeni kwesimo
 - 1.2 Ukuthola izifundo ocwaningweni olwenziwa ngaphambi kokuqaliswa kohlelo
2. Ngobani ababambiqhaza abahlukahlkene emphakathini?
 - 2.1 Ababambiqhaza abaphathelene nenhlakahle yomphakathi
 - 2.2 Ababambiqhaza bezinsizakalo zezempi
 - 2.3 Ababambiqhaza bezinsizakalo zomphakathi
 - 2.4 Ababambiqhaza bocwaningo
3. Sakhwa kanjani isidindo sokulangazelela kwezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini?
 - 3.1 Ukugquqquzelwa nokuwashiswa komphakathi ezitaladini kusetshenziswa imibhobho yokumemezelza
 - 3.2 Ukugquqquzelwa nokuwashiswa komphakathi ngokuvakashela umuzi nomuzi
 - 3.3 Imicimbi emikhulu yokuxhumana nomphakathi
 - 3.4 Imithombo yabezindaba
4. Ingabe ukuxhumana nomphakathi kuhlukile emiphakathini esemadolbeni, emiphakathini eyakhelene namadolobha kanye nasemiphakathini esezindaweni zasemakhaya?

1. Ufunda kanjani ngomphakathi ngaphambi kokuqaliswa izinsizakalo zokuvimbela i-HIV?

Uma ususithathile isinqumo sokuthi yimuphi umphakathi ozoqalisa kuwona uhlelo Iwakho lokuvimbela i-HIV, kusemqoka ukuba uzinikeze ithuba lokuthola ulwazi olunzulu ngalowo mphakathi; abantu, isimo sezopolitiki, izinsizazidingo ezitholakalayo lapho, kanye nezinsizakalo/

ezikhona. Ngeke nje uthi ufika emphakathini usungule izinsizakalo ngethemba lokuthi abantu bazozisebenza lezo zinsizakalo zakho. Kumele usiqonde kahle isimo somphakathi, ukuze uqinisekise ukuthi izinsizakalo zakho ziyahambisana nezidingo zomphakathi.

Izindlela ezmibili ongafunda ngazo mayelana nomphakathi wukuhlaiziywa kwesimo kanye nokwenza ucwaningo ngaphambi kokuqaliswa kohlelo.

Uthi bewazi nje? Yiziphi izizathu ezenza kubaluleke kangaka ukuxhumana nomphakathi?

- Ukuhlinzeka umphakathi ngolwazi ngaphambi kokuqaliswa izinsizakalo zezempiro ezihlinzekwa emphakathini.
- Ukwakha umoya wokwethembana phakathi kwenhlangano yakho nomphakathi, nokunciphisa ungabazane kanye nezinsolo okungenzeka ubo nazo umphakathi.
- Ukuqinisekisa ukusebenza ngokusoba, ukuze umphakathi uyiqonde kahle imihlomulo kanye nobungozi obupathelene nokuhlinzekwa kwezinsizakalo.
- Ukulalela izidingo zomphakathi ngenhoso yokuqinisekisa ukuthi inhlango yakho ihlinzeka ngezinsizakalo ezidingekeyo futhi eziseqhulwini kuleyo ndawo.
- Ukunikeza umphakathi ithuba lokufaka isandla ekualisweni nasekuhlinzekwemi kwezinsizakalo zezempiro. Uma lezo zinsizakalo zibonwa njengezingabalulekile kakhulu kulowo mphakathi, kepha uhulumeni ezbina njengesimo zezempiro esiphuthumayo, ukuxhumana nomphakathi kungasiza ukuwubonisa ukubaluleka kwalezo zinsizakalo ukuze zamukeleke emphakathini futhi zisetshenziswe ngokuphelele.
- Ukuthola ukwesekwa ngumphakathi kanye nokuqinisekisa ukuthi umphakathi uyazisebenza izinsizakalo zezempiro ezihlinzekwa yinhlangano yakho.
- Ukunikeza umphakathi ithuba lokuzamukela izinsizakalo ezizohlinzekwa yinhlangano yakho futhi uzibone njengezinsizakalo zavo, futhi ezenzelwe wona.

Uthi bewazi nje? Yiziphi izinto ezifanayo kanye nalezo ezingafani phakathi kuhlaiziywa kwesimo kanye nocwaningo olwensiwa ngaphambi kokuqaliswa kohlelo?

- Kokubili kuqoqa imininingo ngenhoso yokuthatha isinqumo eziphusile, emva kokuthola lonke ulwazi oludingekayo.
- Kokubili kuyalekelela ekuhlinzekemi izinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini ezihlangabeza nezidingo zomphakathi.
- Ukuhlaiziywa kwesimo kuyingxene yenqubo yokuxhumana nababambiqhaza, kanti ucwaningo olwensiwa ngaphambi kokuqaliswa nokuhlinzekwa kohlelo lusetshenziselwa kuphela ukhlonza ababambiqhaza (aluyona ingxene yenqubo yokuxhumana).
- Ukuhlaiziywa kwesimo kwenziwa ngaphambi kokuqaliswa kohlelo, kanti ucwaningo lona lungenziwa ngaphambi kokuqaliswa kohlelo noma Iwensiwe ngenkathi sekuqalile ukuhlinzekwa kohlelo.

Kusemqoka ukuba uzinikeze ithuba lokuthola ulwazi olunzulu ngomphakathi wakho, abantu, isimo sezopolitiki, izinsizazidingo ezitholakalayo, kanye nezinsizakalo ezikhona.



1.1 Ukuthola izifundo ekuhlaiziyweni kwesimo

Ngaphambi kokuqaliswa kwanoma yiluphi uhlelo lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini, abahlinzeki bohlelo kumele babheke ukuthi ngeke yini kwaba kuhle ukuba bahlaziye isimo. (Ithuluzi Lokuhlaizya Isimo litholakala kwiSithasiselo 1) Lokhu wukuhlolwa nokuhlaiziywa kwesimo sezempilo esikhona emphakathini ngapezu kwezinto ezitholakala kuleyo ndawo eziphathele nenhlalo yomphakathi kanye nemvelo, ezingaba nomthelela; futhi ukuhlaiziywa kwesimo kuhlinzeka ngemininingwane efingqiwe eyinkomba yezinsizakalo esezikhona futhi ezihlinzekwayo kakade endaweni (32, 33). Lokhu kususela ohlakeni lokuhlaizya ukuxhumana phakathi kwezinsizakalo ezihlinzekwayo, izinqubo ezilandelwayo kanye nemiphumela etholakalayo, futhi lokhu kuyiqoqa lemininingo yocwaningo olubanzi kanye nocwaningo olugxile kwikhwalithi, futhi kuhlinzeka nobufakazi bokuthi ngaleso sikhathi lukusipi isimo uhlelo Iwezempiro (33). Ukuhlaiziywa kwesimo kuqala ngokusungulwa kwekomidi eliqondisayo, ukuthathwa kwesinqumo sokuthi yimaphi amathuluzi adingekayo ekuqoqeni ulwazi, ukuhlela kahle kwenqubo yokuqoqa ulwazi, ukuhunyushwa kolwazi oluqqoqiwe, kanye nokwabiwa nokusatshalaliswa kolwazi kubantu abahlukahlukene abahlusivo (33).

Ulwazi olutholakale ekuhlaiziyweni kwesimo lungalekelela ekuqalisweni nasekuhlinzekwemi kwezinsizakalo zezempiro noma ekuthuthukisweni kwezinhlalo ezintsha zokungenelela kwezempiro (32) ngokuqinisekisa ukuthi izinhlelo ezihlinzekwayo ziyahambelana futhi ziialekelela, esikhundleni sokuba kuhlinzewe ngezinsizakalo eziningi ngokweqile, abangazisebenza ngisho nokuzisebenza abantu abangamakhasimende ezinsizakalo. Ukuhlaiziywa kwesimo kuyabalekelela futhi abahlizeli bezinhlelo ukhlonza izinhlangano zomphakathi kanye nemiklamo yocwaningo eqhubekayo ngaleso sikhathi endaweni ngokubambisana nokusebenzisana nabanye ababambiqhaza. INhlango Yezempiro Emhlaben (WHO) ikubeka ngokucacile ukuthi ukuhlaiziywa kwesimo kuyindlela ebandakanya ababambiqhaza abahlukahlukene, ehlaziyo, ehambelana nesimo esikhona, ebanzi futhi esekelwe phezu kobufakazi (33). Abahlinzeki bezinhlelo bangabambisana nezhkhungo zikhulumeni zezempiro, abaholi bendawo, kanye nezinhlangano zomphakathi ukuze bonke balekelelane ekuqoqweni kolwazi.

Ngokususela olwazini oluzuviwe nezifundo ezifundiwe kule minyaka embalwa edlule, i-Desmond Tutu TB Centre seyithuthukise iThuluzi Lokuhlaizya Isimo (Bheka iSithasiselo 1), eselihlinzeke ngomhlahlandlela owsizo kakhulu ekuqoqeni ulwazi oluphathele nemiphakathi esisebenze kuyona, ukuze siyazi kangcono leyo miphakathi. Leli thuluzi alibandakanyi lonke ulwazi olungatholakali, kepha nje liwumhlahlandlela futhi lingaguquguqlwa ukuze lihambisane nezimo ezihluhlu.



Ngokususela kuleli thuluzi, sihlinzeka ngezibonelo zeziinhlobo zolwazi ezingaqoqwa ngenkathi kuhlaiziywa isimo:

- Imininingwane ephathelene nesimo kanye nenhlalo yabantu** (demographics) (kubandakanya isibalo sabantu, ubulili, iminyaka yobudala, ezenkolo, ulimi, isimo somuntu sezocansi nobulili (sexual orientation) njll). Ngokususela kwimininingo ephathelene nesimo kanye nenhlalo yabantu, ungathatha izinqumo mayelana nokuthi bangaki abantu okungenzeka badinge usizo Iwakho futhi yiziphi izinhlobo zabantu ongaqondisa izinsizakalo zakho kubona, isibonelo, amadoda, amabhungu namatshitsi noma izinhlobo zabantu abasengcupheni kakhulu abadinga ukubhekelela. Ukuqonda izinkolo ezinabalandeli abanigi kanye namasikompilo aggame kakhulu, kuzokubeka esimweni esikahle sokuhlinzeka ngezinsizakalo eziqanekile, ezihambelana nezidingo zomphakathi futhi ezihambelana namagugu-mgomu abo kanye nezinkolelo zabo. Umgomo osemqoka okumele uwulandele wukusebenzisa ulwazi oluphathele nesimo nenhlalo yabantu ukuhola nokulawula uhlelo Iwakho ngendlela efanelekile, kanye nokuqondisa izinsizakalo kubantu abathile abadinga ukubhekelela kakhudlwana, ukuze sikhule isibalo sabantu abasebenzisa izinsizakalo ozihlinzekayo.

- Inani labantu abahaqwe yizifo** (kubandakanya inani labantu abafayo ngenxa yokugula, isibalo sabantu abahaqwe yi-HIV, isibalo sabantu abathola usizo Iwezempiro oluphathele ne-HIV, isibalo sabantu abangaphansi kohlelo lokwelashwa ngemishangozo yokudambisa ingculazi (ART), isibalo sabantu abaphethwe yisifo sofuba, njll). Lolu Iwazi lungakulekelela ukuba uthathe isinqumo mayelana nokuthi yiziphi izinsizakalo okumele zididiyelwe kuqala eziqanekalweni zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini (HTS) kanye nokuthi yiziphi izinhlelo zokungenelela ezengeziwe okumele zihlinzewe ukuze kwenziwe ngcono ezempilo endaweni.
- Izinsizakalo zomphakathi** (kubandakanya izinsizakalo zokwelashwa nokunakekelewa ekhaya, izikole, izikhungo zomphakathi njll).

Ngokuba noluhlu lwezinsiza zomphakathi ezikhona emphakathini, uzokwazi ukuhlinzeka ngezinsizakalo ezigxile kakhulu kumakhasimende ngaphakathi ohlelweni lokuvimbela i-HIV, lapho uyokwazi khona ukudlulisela amakhasimende kwezinye izinsizakalo zomphakathi ezidingekeyo. Bhaka

Uthi bewazi nje? Yini umphakathi?

Umphakathi "yiqembu labantu abanezimpawu zobunjalo kanye nezici ezhilukahlukene abaxhunyaniswe yizibopho ezifanayo, ababona izinto ngeso elifanayo, futhi abathatha izinyathelo ngokuhlanganyela kulezo zindawo noma izimo abaphila kuzona" (35).



Umphakathi okuhlinzekwe kuwona izinsizakalo zokuvimbela i-HIV

iSahluko 5: Ukuhlinzekwa Kwezinsizakalo Ezibanzi Ezigxile Kumakhasimende Ngokuphelele, ukuze uthole ulwazi oluzokuchazela kabanzi ngenqubo yokudluliswa kwamakhasimende.

- Izinsizakalo zezempiro** (kubandakanya inani lemitholampilo, izibhedlela, abelaphi bendabuko, izinhlangano ezingenzi nzuzo ezhilinzeke ngezinsizakalo zezempiro njil). Lolu lwazi lusemqoka ukuze amakhasimende adluliselwe kwezinye izikhungo zezempiro, genkathi ephuma ohlelweni lwakho lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini.

- Izinsizakalo zababambiqhaza bomphakathi** (ulwazi oluphathelene nababambiqhaza bomphakathi, kubandakanya amabhodi okweluleka umphakathi, izithangamu zomphakathi, osopolitiki bendawo, abaholi bendabuko kanye nabezenkolo). Kumele noma yimuphi umhlinzeki wezinhlelo

aqale ngokuhlonza ababambiqhaza abasemqoka abatholakale ngenkathi kuqhutshwa inqubo yokuxhumana nababambiqhaza. Lokhu kusemqoka kakhulu. Bese emva kwalokho uzama ukuhlangana ngqo nalaba babambiqhaza abasemqoka ukuze kuqaliswe ubambiswano. Laba babambiqhaza!

Uthi bewazi nje? Yimiphi imihlomulo yocwaningo olwenziwa ngaphambi kokuqaliswa kohlelo?

- Lulekelela futhi lwenze ngcono ukuqaliswa kohlelo ngokubekisa nokubandakanya ababambiqhaza abafanelekile kanye nokucubungula isimo sendawo okuzohlinzekwa kuyona izinsizakalo (indlela eyakheke ngayo indawo, izinkolelo zabantu mayelana nezempilo, izinsizakalo ezikhona endaweni njengamanje, umlando womphakathi, njil). Isibonelo salokhu wukuhlonzwa kwesimo esibonisa ukuthi emphakathini kunabaqwayizi abanangi ngenxa yokuthi le ndawo iseduze komgwaqo omkhulu obheke edolobheni.
- Luyalekelela ezinyathelweni zokunciphisa izindleko. Isibonelo salokhu wukuhlonzwa kwesimo sokuthi abantu besilisa abanangi kulo mphakathi balandela iSiko Lendabuko Lokusokwa Kwabesilisa (TMC), okuyinto engaba yinselele uma abaphathi boholelo befuna ukuqala uHlelo Lokusokwa Kwabesilisa Ezikhungweni Zezempiro (VMMC) kule ndawo.
- Luhlonza imigoqo nezithiyo ezingaphazamisa izinhlelo zokungenelela ezipathelene nokuhlolela i-HIV, njengezithiyo zesimo sohlaka lomphakathi (kubandakanya inggalasizinda) noma izithiyo zokuhleleka komphakathi (isimo sokucabanga nezinkolelo zomphakathi). Isibonelo salokhu wukuhlonzwa kwesimo sokuthi kunengxenyen enkulu yamalungu omphakathi akholela ukuthi ukudonswa kwegazi emzimbeni womuntu kuhlobene 'nobuthakathi'. Abahlinzeki bezinhlelo kungadingeka ukuba bakuhumbule lokhu ngenkathi behlanganisa umyalezo ozothunyelwa emphakathini ophathelene nezinsizakalo zokuhlolela i-HIV ngokushesa ezidunga ukuba umuntu ahlashwe emnweni ngenaliti.
- Luhlonza izinto ezingakhuthaza ukuqaliswa kwezinhlelo, kubandakanya ukuhlonzwa kwababambiqhaza nezinhlangano ezisemqoka, izinhlelo zezempiro eseziqalisive futhi esezikhona endaweni kanye nokusebenza ithuba elihlinzekwa yizinkolelo ezinhle ezikhona emphakathini mayelana nokuhlolela i-HIV.

bavamise ukuba nethonya negalelo elikhulu ezinqumweni zomphakathi noma kwindlela umphakathi ocabanga ngayo noma obona ngayo izinto futhi esikhathini esiningi bavamise ukubizwa 'ngeziphathimandla zomphakathi ezinohlonze' ('gate keepers'). Amabhodi Okweluleka Umphakathi (CAB) abalulekile ngoba avamise ukwakha ixhma lokuxhumana phakathi komphakathi nomtholampilo (34).

- Imiklamo yocwaningo** (kubandakanya imiklamo yocwaningo eqhubekayo njengamanje endaweni, noma ehhelwayo ezokwenziva esikhathini esizayo). Kungenzeka le miklamo yocwaningo ingqubzane nezinsizakalo zezempiro abahlose ukuzihlinzeka emphakathini abahlinzeki bezinhlelo. Isibonelo, izinqubo zocwaningo lokwelashwa kungenzeka ukuthi kakade sezihlinzeka ngalezo zinsizakalo abahlela ukuhlinzeka ngazo emphakathini abahlinzeki bezinhlelo, futhi lokho-ke kungenzeka kunciphise isibalo sabantu abazosibenzisa lezo zinsizakalo ezhelwayo, noma-ke futhi kungenzeka ukuthi lezo zinsizakalo abahlela ukuhlinzeka ngazo abahlinzeki bezinhlelo ziphamazime izinhlelo zokungenelela zocwaningo. Ukuqoqwa kwalo lonke lolu lwazi ukuze lusetshenziwe ekuhlaqiyeweni kwesimo kuhloswe ngako ukulekelela abahlinzeki bezinhlelo ukuba bakwazi ukuhlola nokuhlaiza isimo esikhona ngaleso sikhathni endaweni, futhi kubalekelele ekuthatheni izinqumo ezisekelwe phezu kobufakazi mayelana nokuthi yiziphi izinhlelo zezempiro noma izinhlelo zokungenelela okumele zibekwe eqhulwini (36).

1.2 Ukuthola izifundo ocwaningweni olwenziwa ngaphambi kokuqaliswa kohlelo

Ucwaningo olwenziwa ngaphambi kokuqaliswa kohlelo yiqoqwana lemisebenzi yocwaningo esetshenziwelwa ukuqinisa nokwenza ngcono izinhlelo zezempiro zokungenelela ezhileliwe futhi luhlinzeka ngendlela yokwenza ngcono imisebenzyokuhela, ngokulinganayo nohlelo lokuqala lokuxhumana nababambiqhaza kanye nokualiswa kohlelo. Osasensi bezinhlelo yomphakathi abaqequeshiwe yibona abaqhuba le misebenzi yocwaningo, ebandakanya ikakhulukazi izindlela zocwaningo ezigxile kwikhwalithi (qualitative methods), nakuba izindlela zocwaningo ezigxile ocwaningweni olubandakanya abantu abanangi (quantitative methods) nazo zisetshenziwa. Injongo-jikelele yocwaningo olwenziwa ngaphambi kokuqaliswa kohlelo wukuhlinzeka ngolwazi oluzolekelela abahlinzeki boholelo ukuba benze uhlelo lokungenelela luhambelane nesimo sendawo (37). Ngokuinisa nokwenza ngcono ukungenelela okugxilile, ucwaningo olwenziwa ngaphambi kokuqaliswa kohlelo lungaholela ekutheni kongiwe isikhathni futhi kuncishiswe nezindleko ezipathelene nohlelo lokungenelela (38).

Nakuba ucwaningo lungenziwa ngaphambi kokuqaliswa kwezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini noma ngenkathi seyiqlisive

inquo yokuhlinzeka ngezinsizakalo, kuwumqondo omuhle ukuba lwenziwe ngaphambi kokuhlinzekwa kwezinhlelo zokungenelela ezinkulu lapho kuzohlinzekwa khona izinsizakalo ezengeziwe noma ezhilukile, ezingavamisile ukuhlinzekwa njengengxenyen yosizo oluqhwayelekile. Umsebenzi wesayensi yezenhlaho yomphakathi kanye nocwaningo olwenziwa ngaphambi kokuqaliswa kohlelo akukhona ukuqaliswa inqubo yokuxhumana nomphakathi noma ukuwashisa umphakathi, kepha wukuhlonzwa ababambiqhaza abasemqoka, iziphathimandla zomphakathi ezinohlonze kanye nezinhlangano eziqhube umsebenzi ngenkuthalo emphakathini.

2. Ngobani ababambiqhaza abahlukene emphakathini?



Uma ususihlaziyle isimo noma usulupothulile ucwaningo olwenziwa ngaphambi kokuqaliswa kohlelo, uzobe usunolwazi lokuthi ngobani 'iziphathimandla zomphakathi ezinohlonze' ('gate keepers') endaweni futhi kumele ubo usuqalisile ukuxhumana nabo. 'Iziphathimandla zomphakathi ezinohlonze' zaziwa futhi ngokuthi 'ngababambiqhaza'. Esikhathini esiningi ukuxhumana nababambiqhaza kuyinqubo eyinkimbinkimbi futhi engelula neze ngenxa yesibalo esiphezulu sezinhlangano ezinezimfuno ezhilukahlukene. Lesi sigaba sichaza kabanzi ngababambiqhaza abahlukahlukene futhi sikubeka ngokucacile ukuthi kungani kabalulekile ukuxhumana na lava maqembu.

2.1 Ababambiqhaza benhlakahle yomphakathi

Lezi zinhlangano zinhlinzeka ngezinsizakalo zomphakathi ezhilukahlukene, ngaphakathi emphakathini, kubandakanya ukunakekelewa ekhya kwabantu abanokuhubazek; ukwesekwa kwabantu abakhahlanyezwe wukuxhashazwa

kwezidakamizwa; noma imiklamo yokuphucula isimo somnotho esibhekene nomama abakhulisa izingane zabo ngaphandle kokulekelewa ngobaba noma iminden entulayo. Kubalulekile ukuxhumana nalaba babambiqhaza, njengoba abahlinzeki bezinhlelo bedinga ukuxhumana nezinhlango zendawo ukuze bakwazi ukudlulisela amakhasimende ezikhungweni azothola kuzona izinsizakalo zomphakathi uma kuqubuka isidingo salokho.

abantu kanye namakhaya akhahlanyezwe yi-HIV kanye/noma isifo sofuba anomthwalo owengezi emphakathini (40), futhi abahlinzeki bezinhlelo kumele basebenzisane nezinhlango zendawo ukuze bakwazi ukuhlinzeka ngokuphelele izinsizakalo zosizo lwezempiro olubanzi oludingwa ngamakhasimende.

2.2 Ababambiqhaza bezinsizakalo zezempiro

Ababambiqhaza bezinsizakalo zezempiro babandakanya izikhungo zezempiro zikahulumeni kanye nezinhlango ezipamele. Umbambiqhaza ngamunye wethweswe umsebenzi wokuhlinzeka ngezinsizakalo zezempiro emphakathini. Ikakhlukazi, kusemqoka ukwakha ubudelwano obuqinile nezikhungo zezempiro zikahulumeni, kusukela kubasebenzi abasebenza esikhungweni sezempiro endaweni kuyofinyelela kubensi bezinqbomgommo zezempiro abasebenza kuhulumeni omkhulu. Nomayiluphi uhlelolokungenelala oluthinta uhlelo lwezempiro luzodinga imvume kanye/noma ukwesekwa yiziphathimandla ezipemazingeni okuphatha ahlukahlukene. Imihlahlandela elandewa ngabahlinzeka bezinhlelo ngenkathi behlinzeka ngezinsizakalo zezempiro igunyazwe yizikhungo zikahulumeni zezempiro. Abahlinzeki bezinhlelo bayacetshiswa ukuba bazinike isikhathi sokubheka nokuthola ukuthi yiziphi izinsizakalo zezempiro ezikhona futhi ezhlinzakwayo emphakathini.

Ucwaningo Iwesigameko: Ukusebenzisana okuqinile nezikhungo zezempiro zikahulumeni kuholela ekudidiyelweni kwezinsizakalo zezempiro eziphathelene nezocansi nezokuthola abantwana ezinsizakalweni zokuhloela i-HIV ezingomahambanendlwana

I-Desmond Tutu TB Centre (DTTC) eNyuesi yase-Stellenbosch isihlinzeka ngezinsizakalo zokuhloela i-HIV kusukela ngowezi-2008 eSifundazweni saseNtshonalanga Koloni eNingizimu Afrika. I-DTTC isebezenze ngokubambisana noMnyango Wezempiro Wedolobha laseKapa (CCT HD) kanye noMnyango Wezempiro Kahulumeni Wesifundazwe saseNtshonalanga Kapa (WCG DoH). I-DTTC yaqhuba izinsizakalo zokuhloela i-HIV ezingomahambanendlwana isebezisa amakharaveni kanye namatende amiswe ezizindeni lapho kudlula khona izimoto eziningi ngaphakathi emiphakathini ekhahlanyezwe yi-HIV ngokwamazinga ahlukahlukene. Lesi sikhungo saphinde futhi saxhumana nezikhungo zezempiro zikahulumeni ngenhlosi yokwabelana ngezifundo ezifundive kanye nezindlela zokusebenza ezipuma phambil. Kwasungulwa ubudelwano obuqinile lapho kwabelwana khona ngokuhubekayo nezikhungo zezempiro zikahulumeni ngemiphumela yezinhlelo. I-DTTC yaxhumana nezikhungo zezempiro zikahulumeni ezifanelekile, yazinxusa ukuba zihlinzeka ngempahla nezinsiza ezidingekeyo ukuze ikwazi ukudidiyela izinsizakalo zezempiro eziphathelene nezocansi nezokuthola abantwana ezinsizakalweni zokuhloela i-HIV ezingomahambanendlwana. Ngaleso sikhathi, izinsizakalo zokuhlolela ukuhulela kanye nokuhlela umndeni zazihlinzeka ngaphakathi emitholampilo kuphela. Izinsizakalo ezengeziwe zavumela i-DTTC ukuba ikwazi ukuhlinzeka ngezinsizakalo ezididiyelwe, ikakhulukazi kwabesifazane namantombazane asemancane. Ukwethulwa kwalezi zinsizakalo ezintsha kwaholela ekukhuleni kwsibalo samantombazane asemancane afinyelela izinsizakalweni zokuhloela i-HIV. Bheka iSahluko 5: Ukuhlinzeka Kwezinsizakalo Ezigxile Kumakhasimende Ngokuphelele.

Uthi bewazi nje?
Yini umbambiqhaza, ngokwesimo sokucabanga esiphathelene nohlelo lwezempiro?

Umbambiqhaza ngumuntu noma iqembu labantu elinentshisekelo, elizibandakanyayo, noma elifake umxhaso noma usizo oluthile ezinsizakalweni zezempiro ezizohlinzeka ngabahlinzeka bezinhlelo, noma-ke iqembu labantu abazohlomula noma abazothinteka ngandlela thize ekuhlinzakweni kwezinsizakalo (41).

Ngobani ababambiqhaza abahlukahlukene?

1. Ababambiqhaza bezinsizakalo zenhlahakahle yomphakathi (izinhlangano zezenkolo, izinhlangano zomphakathi, ama-NPO).
2. Ababambiqhaza bezinsizakalo zezempiro (izinsizakalo zezempiro zikahulumeni ezihlinzeka ezingeni lendawo, ezingeni elingaphansi kwesifunda, ezingeni lesifundazwe kanye nasezingeni likazwelonke; izinsizakalo zezempiro ezipamele, izinsizakalo zezempiro zama-NPO).
3. Ababambiqhaza bezinsizakalo zomphakathi (ama-CAB, izithangamu zomphakathi, abaholi bomphakathi, ama-NPO).
4. Ababambiqhaza bocwaningo (izikhungo zemfundu, izinkampani zemithi yowlapha, kanye/noma nama-NPO enza ucwaningo).



2.3 Ababambiqhaza bezinsizakalo zomphakathi

Ababambiqhaza bezinsizakalo zomphakathi ngababambiqhaza abasemqoka kakhulu. Babandakanya ama-CAB/amaKomidi Ezempilo, izithangamu zomphakathi kanye nabaholi abahlukahlukene (kubandakanya abaholi bendabuko, abaholi bezepolitiki kanye nabaholi bezenkolo). Laba babambiqhaza bahlukile ngokwesimo zomphakathi abangaphansi kwazo (41).

2.3.1 Amabhodi Okweluleka Umphakathi

I-CAB, kwesinye isikhathi, ibiwa ngokuthi yiQembu Lokweluleka Umphakathi, iKomidi Lezempiro noma isiThangamu Sezempiro Somphakathi. Bheka ukuthi njengamanje ikhona yini i-CAB emphakathini ohlela ukusebenza kuwona. Uma kungenjalo, kumele uqapele ukuthi kuthatha isikhashana eside impela nokusebenza ngokuzikhandla ukusungula i-CAB emelete zonke izinhla zomphakathi futhi esebenza kahle. Kepha-ke, i-CAB esebenza kahle inobuhle obuningi kanye nemihlomulo eyokwenza kungabi khona nokuncane ukuisola ngesikhathi esisetshenzisiwe nomsebenzi owenziwe.

I-CAB:

- kumele yakhiwe ngamalungu avela emaqenjini ababambiqhaza abahlukahlukene, abafaka isandla ezinhlelweni zezempiro nezokuthuthukisa kwemiphakathi yabo;
- kumele ibe namalungu amanangi ngokwanele ukuze ibandakanye futhi imele izimfuno nezidindo zababambiqhaza abahlukahlukene (42, 43); futhi,
- kumele ihlinzeka ngezwi lokweluleka elizipamele futhi isebenze njengohlelo oluhlelelokweluleka ababambiqhaza ukuze kugqugqzelwe futhi kwensiwe lula ukubandakanya kwababambiqhaza (43).

Umsebenzi we-CAB yilokhu:

- wukusebenza njengexama lokuxumanisa imiphakathi nabacwaningi noma abahlinzeki nezinsizakalo zezempiro;
- wukwazisa ababambiqhaza bomphakathi mayelana



nocwaningo oluhlongozwayo noma oluqbekayo, kanye nokuhlinzeka ngolwazi nokucebisa amathimba ocwaningo mayelana nemikhuba nezinkolelo zabantu bendawo, kanye nemibono yabantu bendawo, nezinto ezibakhthazayo eziqubuke ngenkathi kuqutshwa ulelo (43);

- wukulelela ukugqugqzelwa kwezinsizakalo zokuhloela i-HIV, ukubamba iqhaza emikhankasweni yokuwashisa abantu kanye nezinkulumo-mpendulwano eziphathelene ne-HTS;
- wukulelela ekuguqulweni kwamasu okugqugqzelwa umphakathi ukuze ahambisane nesimo somphakathi esifanelekile; kanye,
- nobukuyekeza imibhalo esatthalaliswe ngabahlinzeki bezinhlelo ukuze kuqinisekiswe ukuthi iyahambisana namasiko endawo futhi kulula ukuyiqonda.

"Amalungu ama-CAB ayaziqonda izinkambiso namasiko omphakathi, ngamanye amazwi, ayaqonda ukuthi yini eyamukelekile emphakathini. Ngeke neze umuntu afunde izinkambiso namasiko omphakathi encadwini. Ngakho-ke, ama-CAB adlala indima esemqoka kakhulu ngoba aluleka abacwaningi kanye nabahlinzeki bezinhlelo mayelana nokuthi bangafinyelela kanjani emphakathini." - Mfu. David Galetta (uSihlalo we-DTTC CAB obambe lesi sikhundla ngokubambisana nomunye umuntu).

Uma njengamanje ingekho i-CAB ekhona endaweni, abahlinzeki bezinhlelo banesibopho ngokwenkambiso elungileyo ukuba basungule i-CAB esebenza kahle ukuze kuqinisekiswe ukuthi izimfuno zomphakathi zifinyelela ngokucacile kubahlinzeki bezinsizakalo (44).

"Ngakuthola kunosiso olukhulu ukuqequehwa engakuhlinzeka yi-DTTC mayelana nezindlela eziyisikelo zokuhlinzeka ngosizo lokweluleka kwengqondo, ukubhala amaminithi omhlangano ngendlela efanelekile kanye nenkambiso yokwelapha elungileyo (GCP) ngoba phambilini mina ngangingazi lutho nge-GCP. Kuyathokozisa impela ukuthi basihlomisa futhi basicija ngolwazi thina njengamalungu ama-CAB." - Thembalethu Nyanden (ilungu le-CAB)

Funda ngezindlela zokusebenza ezipuma phambilis enzelwe ama-CAB ze-WHO ku-www.who.int/hiv/pub/imai/om_4_community.pdf

Lawa ngamalungu omphakathi aqokela ukwakha iBhodi Yokweluleka Umphakathi ukuze kuqaliswe inhlanguisela yephakheji ye-HIV ezosetshenziswa emkhankasweni wokungena umuzi nomuzi ngenhlosi yokuhlinzeka ngezinsizakalo zokuvimbela i-HIV emiphakathini yaseNtshonalanga Koloni eNingizimu Afrika.

Izindlela eziphuma phambili zokusungula i-CAB – ngokususela ezifundweni esizifundile nezigameko esidlule kuzoba



- Ukusebenza nokwakheka kwe-CAB kuzokwehluka ngokwemiphakathi nezimo ezihlukene. Ukusungula i-CAB yinqubo eyinkimbimbi futhi kumele kukwazi ukusabela nokubhekana nezidingo zomphakathi. Ukwenza isibonelo, kwenye yezindawo esasiqhuba kuzona uwaningo, uphiko lwezemphilo lukahulumeni lwaxhumana nababambiqhaza bendawo kubandakanya ababambiqhaza bezenhlalakahle yomphakathi, imitholampilo yendawo kanye nabezinsizakalo zomphakathi ukuze basungule amaKomidi Ezempilo. Amalungu ama-CAB aqokwa futhi akhethwa emaKomidi Ezempilo.
- Abahlinzeki bezinhlelo kumele bachazele izithangamu zomphakathi ngomsebenzi neqhaza lama-CAB ngendlela esobala, ukuze amalungu omphakathi awuqonde kahle umsebenzi welungu le-CAB. Thina sabelana ngolwazi namalungu ayenesifiso sokuzibandakanya nama-CAB mayelana nobuhle bokuba yingxene ye-CAB kanye nezinselelo eziphathelene nalokhu. Lokhu kwababeka esimweni esikahle sokuthatha isinqumo sebenolwazi oluphelele ngaphambi kokujoyina i-CAB.
- I-CAB kumele ibonise ukumeleka kahle komphakathi wonkana. Isibonelo, kungaba kuhle ukuba intsha nabantu asebekhulile bamelwe ku-CAB. Kumele futhi kubandakanywe nabantu abakwaziyo ukukhuluma ulimi lwendawo kanye nabantu abafinyelele emazingeni emfundu ahlukahlukene.
- I-CAB kumele imele lawo malungu omphakathi azothinteka ngqo ngenxa yohlelo. Isibonelo, ohlelweni olugxile kwi-HIV noma isifo sofuba, kumele bafakwe kwi-CAB nabantu abane-HIV noma isifo sofuba.
- Ngokujwayelekile, amalungu ama-CAB anikela ngesikhathi sawo ngokuzithandela kwavo. Ngenhoso yokuwalekelela njengoba enikela ngesikhathi sawo, amalungu ama-CAB athola ukuqeleshwa emikhakheni enjengokubhala amaminithi emihlangano, ezokuphatha kanye nezobuholi. Kuma-CAB asemkhakheni wezocwaningo, kumele futhi kufakwe nokuqeleshwa okuphathelene neNkambiso Elungileyo Yezokwelapha, ukuqeleshwa okuyisisekelo mayelana nocwaningo lwezokwelapha, ulwazi oluyisisekelo oluphathelene ne-HIV, ulwazi oluyisisekelo mayelana nezindaba eziphathelene nempilo yomphakathi kanye nolwazi oluyisisekelo mayelana nokwelenka okuphathelene ne-HIV. Lokhu kwenzelwa ukuba ama-CAB aliquonde kahle iqhaza lawo futhi ahlonyiswe ngamakhono ukuze akwazi ukusebenza ngokuzimela.
- I-CAB kumele ibe na zo zonke izinhlaka nezinto ezidingekayo. Lokhu kubandakanya usihlalo okhethiwe, ikomidi lesigunu esiphakeme, umthethosisekelo kanye nemithetho yenhlango futhi kumele kubhalwe amaminithi kuyona yonke imihlangano ebanjwayo. Amalungu e-CAB kumele ahlangane ngokuqbekayo.



Qinisekisa ukuthi amalungu ama-CAB aphuma kulowo mphakathi ozohlinzeka kuwona izinsizakalo zokuhlolela i-HIV.

Ucwaningo Iwesigameko: Ukusungulwa kwe-CAB emphakathini lapho esikhathini esedlule kwabe kuhona iKomidi Lezempilo



I-DTTC yasungula i-CAB njengesibopho senkambiso elungileyo yocwaningo. Esikhathini esiningi, eNingizimu Afrika, ama-CAB assetshenziswa ikakhulukazi ngenkathi kwensiwa uwaningo, kanti amaKomidi Ezempilo wona assetshenziswa ikakhululazi ngenkathi kuhlinzekwa izinsizakalo zezemphilo (45). Ngenkathi inhoso yama-CAB kuwukusebenza njengexhama lokuxhumana phakathi komphakathi nabacwaningi, amaKomidi Ezempilo wona asebenza njengexhama kokuxhumanisa izikhungo zezemphilo zikahulumeni nomphakathi (46). Ngenkathi kuhutshwa inqubo yokuxhumana nababambiqhaza ngenhoso yokusungula i-CAB, uphiko lukahulumeni lwezinsizakalo zezemphilo kanye namalungu omphakathi batshela ithimba le-DTTC ukuthi le nqubo izoba nobunzima obukhulu kanye nezinselelo ngenxa yokuthi amaKomidi Ezempilo ayesanda kusungulwa wumphakathi kanye nophiko lukahululen iwezinsizakalo zezemphilo endaweni, futhi lawa malungu omphakathi abe eholelwia imadlana eyisibonelelo (stipend). Ukuholelwia kwamalungu ama-CAB i-stipend yisenco esiphambeni nemithetho yeKomidi Lenkambiso Elungileyo laseNyuesi yase-Stellenbosch. Lokhu kwanikeza i-DTTC izinkinga mayelana nokusungulwa kwe-CAB:

- Ubani ongathanda ukuvolontiya ukuba yilungu le-CAB uma amalungu eKomidi Lezempilo ebanikeza i-stipend?
- Kungenzekani uma kungaokwa umuntu othile ukuba abe yilungu le-CAB kepha lowo muntu engelona ilungu eliyngxene yalelo Komidi Lezempilo elikhona ngaleso sikhathi?
- Yiluphi uhlaka olungamukelwa wumphakathi njengohlaka oluwwumele – i-CAB noma iKomidi Lezempilo? Ngaphansi kwenqubo yokuxhumana nababambiqhaza i-DTTC yabamba imihlangano embadlwana nophiko lukahulumeni lwezinsizakalo zezemphilo endaweni, izithangamu zomphakathi, abaholi bomphakathi kanye namalungu aphambilini amaKomidi Ezempilo mayelana nendlela okuyiyona engcono kunazo zonke yokusungula i-CAB ukube kwensiwa uwaningo. Ngenkathi kuhutshwa inqubo yokubonisana kwahlonzwa lawa maphuzu alandelayo ambalwa:
- isidingo sokuhamuka nendlela esobala yokusungula i-CAB ngokubandakanya abaholi bomphakathi abazolekelela ngokulawula nokuqondisa inqubo;
- ama-CAB kumele asungulwe ngokusebenzisa inqubo yokuphakamisa amagama abantu abazokwoka abavela ophikweni lukahulumeni lwezinsizakalo zezemphilo endaweni, izithangamu zomphakathi kanye nabaholi bomphakathi;
- amalungu aphambilini amaKomidi Ezempilo ngeke ashiwe ngaphandle kulolu hlelo lokuphakanyiswa kwamagama amalungu futhi nawo uma ethanda angaziphakamisa ngokwawo amagama awo;
- ukuqokwa kwe-CAB kuzokwenziwa ngokufakwa kwezeloko eziemthethweni ezizocutshungulwa, zifakelwe izibuko; futhi,
- kwaqokwa ikomidi lokukhetha i-CAB elakhiwe yiqembu labantu abahlukahlukene abavela emphakathini nakubacwaningi, elizocubungula izicelo bese lihuba inhlolokhono yokuqoka labo abazoba yingxene ye-CAB.

Le nqubo yokuxhumana nababambiqhaza, ukubonisana kanye nokulandela indlela yokusebenza esobala ekusungulweni kwe-CAB kwakha ubudlelwane bokwethembana nomphakathi kanye nababambiqhaza abahlukahlukene abayingxene yalokhu.

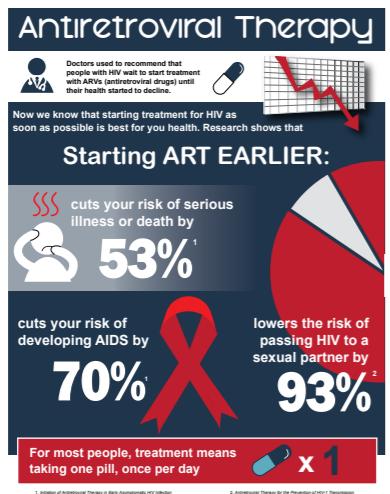
Ucwaningo Iwesigameko: Imibono esemqoka evela ku-CAB yenzo ngcono imibhalo ye-IEC

I-HPTN 071 (PopART) ihlinzeka ngenhlanganisela yephakheji yokuvimbela i-HIV ngokuvakashela umuzi nomuzi emphakathini eqhutshwa ngabaHlinzeki Bosizo Lwe-HIV Emphakathini (CHiPs), okuyiphakheji ebandakanya ukuhlolela i-HIV ekhaya kanye nokuxhunyanisva nosizo lokunakekelwa nokwelashelwa i-HIV ngemishanguzo yokudambisa igciwane (ama-ARV). I-PopART seiyhlanganise futhi yathuthukisa imibhalo yokuhlinzeka ngolwazi, ukufundisa kanye nokuxhumana (IEC) ngosizo Iwama-CAB, ukuze le mibhalo ihambelane namasiko omphakathi futhi kube lula emphakathini ukuyiqonda ngokwesimo ebhalelw phezu kwaso. Inqubo yokuthuthukisa nokuhlola le mibhalo yathatha isikhathi esiyizinyanga eziyisithupa. Ngezansi, nansi incwajana ebonisa isimo semibhalo ngaphakathi kanye nesimo sayo emva kokutholwa kwemibono yomphakathi. Amalungu e-CAB aqala ngokuhlinzeka ngohlaka Iwencwajana olungakwesokunxele. Izimpendulo nemibono yabo yafakwa ohlakeni olubukeziwe olungakwesokudla.

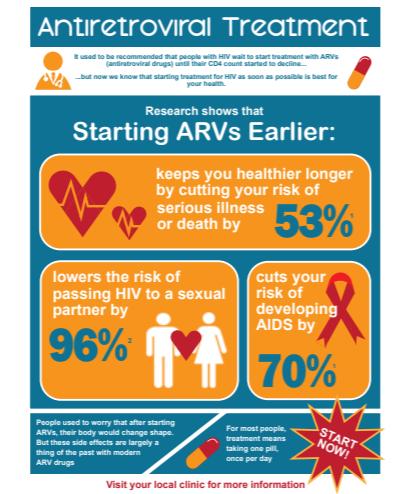
Kwensiwa izinguquko kwincwajana yokuqala emva kokubheka nokucubungula lokho okwashiwo ngamalungu ama-CAB:

1. "Guqulani igama elithi 'therapy' nisebenzise elithi 'treatment', njengoba leli gama kuyiloni elisetshenzisa kakhulu emphakathini."
2. "Asiyiqondi igrafu enocmibisholo obheke phansi ohlakeni lombhalo lokuqala."
3. "Singathanda ukuba kukhulunye ngolwazi olungamanga oluthi ama-ARV aguqula isimo somzimba womuntu."
4. "Susani isithombe somuntu ogulayo, njengoba senza kubukeke sengathi umuntu ugula kakhulu ngenxa yemithelela engathandeki, uma edla ama-ARVs."
5. "Fakani isithombe sezithandani ngenhloso yokubonisa ukuthi imishanguzo inciphisa ubungozi bokudlulisela i-HIV kumlingani wakho ngenkathi uya naye ocansini."
6. "Fakani imibalu eggamile kuleli pheshana bese nifaka amagama athi 'Qala Njengamanje' kwibhokisana lengxoxo ukuze leli pheshana likhange futhi lihehe."

UHLAKA LOMBHALO WOKUQALA



UHLAKA LOMBHALO WOKUGCINA



2.3.2 Izithangamu zomphakathi

Izithangamu zomphakathi:

- ngamaqembu angaphakathi emphakathini asungulwe yizinhlangano zomphakathi, yizinhlangano zepolitiki noma yizinhlangano zezenkolo ngenhloso yokufekisa injongo ethile ngaphakathi kuleyo nhlangano (46);
- zingenye yezindlela ezhinle kakhulu zokuxhumana ngqo namalungu omphakathi;
- zihlukile kuma-CAB ngoba esikhathini esiningi zisungulelw ukufekisa izimfuno nezidiso zomphakathi ezithile, futhi zisungulwngumphakathi ngokwawo; futhi,
- zihlelw futhi ziholwe ngumphakathi ngqo.



Icebo

Qinisekisa ukuthi uyazazi izinkinga ezikhathaza umphakathi ozosebenza kuwona

Qaphela ukuthi kungenzeka ezempilo zingabi yinto eseqluwini kwizithangamu zomphakathi. Kunezinye izinselele eziningi emphakathini futhi okungenzeka cube yazona esikhathazeke ngazo kakhulu isithangamu somphakathi, isibonelo, amazinga aphakeme kakhulu okuntuleka kwamathuba omsebenzi noma ukuntuleka kwamathuba aqondene nentsha. Kungenzeka cube nzima ukugcizelela nokuqhakambisa i-ajenda yakho, okungenzeka ingabi yinto eseqluwini kwisithangamu somphakathi. Zinikeze isikhathi sokwakha ubudlelwano bokwethembana phakathi kwakho nabaholi besithangamu somphakathi; futhi uzinikeze nesikhathi nesineke sokulalelo lokho okushiwo ngamalungu omphakathi futhi uthole nokuthi yiziphi izinto ezikhathaza umphakathi.

2.3.3 Abaholi bomphakathi

Ngokwezimo ezhluhaklukene, umholi womphakathi kungenzeka cube ngumholi wezopolitiki, umholi wendabuko noma umholi wezenkolo. Laba baholi bathathwa 'njengeziphathimanda zomphakathi ezinohlonze' zendawo ethile ngaphakathi emphakathini.

Amaphuzu okumele abhekisiswe:

- Buza emphakathini ukuthi iyiphi indlela engcono yokuzethula kubaholi bomphakathi abafanelekile.
- Emiphakathini lapho kunamakhosi noma abaholi bendabuko, kusemqoka kakhulu ukuhlonipha isimo sokulandela kwezikhundla kusuka phansi kuya phezulu, ngoba lokhu kuzokwenza ukuxhumana cube lula futhi cube yimpumelelo, ngakho-ke buza ezikhungweni zezempiro zikahulumeni ukuthi ngobani abaholi abaqvavile bese ulandela inqubo efanele ukuxhumana nabo ngenhlonipho.
- Kumele uqaphele ukuthi emphakathini osadla ngoludala, olandela amasiko nezindlela zendabuko, abahlinzeki bezindlelo kungenzeka babonakale 'njengabantu bangaphandle' futhi kungabi khona ukubathembisa kahle.
- Zama ngawo onke amandla akho ukwakha ubudlelwano bokwethembana nabaholi bomphakathi ngenhloso yokulekelela ukugqgqzelwa kwezempiro.
- Qaphela ukuthi akubona bonke abaholi bomphakathi abathandwayo

2.4 Ababambiqhaza bocwaningo

Ababambiqhaza bocwaningo babandakanya izikhungo zemfundo, ama-NPO, noma izinkampani ezenza

amakhambi nemithi yokwelapha. Ababambiqhaza bocwaningo baqoqa futhi bahlakiye imininingo okungenzeka ibe wusizo ohlelweni Iwakho, ngakho-ke kungaba wumqondo omuhle ukuba wakhe ubudlelwane nababambiqhaza bocwaningo abafanelekile.

Abahlinzeki bezindlelo kumele:

- baxhumane nabacwaningi bezempilo ukuze baqinisekise ukuthi akubi nezinsizakalo ezithile ezihlinzeki kuleyo ndawo eseziningi ngokweqile futhi ngokungenasidindo;
- bathole ulwazi mayelana nezithangamu zomphakathi lapho abacwaningi bezempilo bekhiphela khona umphakathi imiphumela yocwaningo Iwabo futhi kumele bacele imvume yokwethamela imihlangano lapho kukhishwa khona le miphumela yocwaningo; ukukhishwa kwemininingo kungaba wusizo olukhulu kubahlinzeki bezindlelo ukuze baqonde kahle izinga lokwanda nokusabalala kwezifo endaweni kanye nezindlela zokulawula lezo zifo; futhi,
- kumele basebenzisane kakhulu nabacwaningi futhi bazame ukuthola ukuthi kungenzeka yini kusungulwe ubudlelwane bokwabelana ngezinsizakalo.



3. Sakiwa kanjani isidingo sokulangazelelwakwezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini?

Ukusungula uhlelo lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini kudinga ukuba wena uqwashise umphakathi ngezinsizakalo ozobe uhliznaka ngazo emphakathini. Ziningi-ke izindlela zokuwashisa umphakathi, futhi lesi sigaba sizokuchazela kabanzi nezinye zalezi zindlela kanye namasu ongawasebenzisa.

ENingizimu Afrika, uhlelo lukazwelone lwe-HTS luncomu ukuba kugxiwe ekwakheweni kwezidiso sokulangazelelwakwezinsizakalo kuleyo miphakathi lapho isibalo sabantu abaholelw i-HIV sitanda ukuba phansi, njengaleyo miphakathi esengcupheni kakhulu yokutheleka negeciwane kanye namabhungu namatshitshi (11). Indlela oyoyisebenzisa ekuqwashiseni

umphakathi izoya ngokwesimo somphakathi nokuthi yimuphi umphakathi owuhlosile. Ama-CAB angalekelela ekuhlonzeni lawo masu asebenza kahle ongawasebenzisa endaweni ethile noma emphakathini othile. Kumele usebenzise isuelihlukile uma uhlose ukuhlinzekaizinsakalo emphakathini osengcupheni (isibonelo, abaqwayizi, amadoda aya ocansini namanye amadoda, abantu abazijova ngezidakamizwa) uma kuqhathaniswa nomunye umphakathi, njengantombazane asemancane noma umphakathi wonkana. Umyalezo wakho uzokwehluka, futhi kuzokwehluka nokuthi ukuqwashisa nokugugquzelu umphakathi ukwenza kuphi, nini futhi kanjani. Kunzima ukufinyelela eningini lemiphakathi esengcupheni, ngenxa yokuthi kunzima ukuhlonza le miphakathi. Kungenzeka kudingke ukuba le miphakathi ihlonzwu ngokusebenzisa amanethiwekhi akhona njengamanje, ukuze kuvikeleke ubumfihlo babo, futhi ukuze bangadalulwa ukuthi bangobani. Amantombazane asemancane kungenzeka azibandakanye ngenkuthalo uma kusetshenziswa izinkundla zokuxhumana. Uma uhlose ukufinyelela emadoden, mhlawumbe kumele uzame ukubamba izigcawu zakho zokuqwashisa nokugugquzelu umphakathi emva kwezikhathi zomsebenzi.

Amanye amasu ongawasebenzisa ukuqwashisa umphakathi ngezinsizakalo zakho:



3.1 Ukugugquzelwa nokuqwashisa komphakathi ezitaladini kusetshenziswa imibhobho yokumemezela

- Ukugugquzelwa komphakathi ezitaladini kusho ukuqwashisa umphakathi ngezinsizakalo zakho ngokuhamba ezitaladini niyiqembu elikhulu, nidonsa amehlo abantu, nibahlizeka ngolwazi oluphathele nezinsizakalo.
- Lokhu kusebenza kahle kakhulu emiphakathini eyakhelene namadolobha, lapho abantu abanangi bakhelene futhi behlala eduze kwabanye. Le ndlela ngeke isebeenze kahle ezindaweni zasemakhaya, kodwa-ke ingasebenziseka ezimakethe ezibanja ngezimpelasono nakweminye imicimbi lapho abantu abanangi bebuthana ndawonye.
- Kumele wenze isimo esinjengombukiso ohehayo esitaladini ukuze uhehe abantu baphume ezindlini zabo, bese usebenzisa lelo thuba ukukhangisa nokuqwashisa ngezinsizakalo ozihlinzekayo.
- Ukuheha amehlo abantu, abasebenzi abaqhuba umkhankaso wokuqwashisa kumele bagqoke umfaniswano ukuze bagqame futhi badonse amehlo omphakathi.
- Iziggoko ezimalabala, umculo kanye nomdanso kuzokwenza kube nesimo senjabulo esiheha abantu baphume ezindlini zabo.
- Ngaphezu kwalokhu, ukusebenzisa umbhobho wokumemezela kungenza ukuba abantu baphume ezindlini zabo beze esitaladini.
- Uma usukwazile ukudonsa amehlo amalungu omphakathi, sebenzisa umbhobho wokumemezela ukwethula inhlango yakho emphakathini, uwuchazele ngezinsizakalo zezempiro ozihlinzekayo futhi usabalalise nemiyalezo yezempiro esemqoka.
- Abasebenzi banganikeza umphakathi amapheshana aqukethe ulwazi ngenhlosi yokweseka nokugcizelela emiyalezweni yakho obanikeze yona ngomlomo.
- Kumele futhi uzame ukubamba umkhankaso wokugugquzelu umphakathi esitaladini ngezikhathi ezihlukile ukuze umyalezo wakho ufinyelele nakulabo abasuke bengekho emakhaya ngezikhathi zomsebenzi.

"Intu esihehayo, esenza siphume size esitaladini yimibhobho esiyizwa imemezela. Uma sizwa lowo msindo siphuma ngokushesa ezindlini sisolalela imiyalezo. Siyizwa ngokucacile futhi siyiqonda kahle imiyalezo yezempiro. Imiyalezo iphathele nempilo yethu kanye nenhlakalah yethu." - Sarah Matthyse (llungu lomphakathi).



Iqulu labantu abanangi abehla benyuka ezitaladini zomphakathi baheha amehlo abantu futhi baqwashise ngezinsizakalo ezihlizkwayo.

3.2 Ukugugquzelwa nokuqwashisa komphakathi ngokuvakashela umuzi nomuzi

- Leli su lenza ukwazi ukukhuluma umlomo nomlomo nabantu emakhaya abo mayelana nezinsizakalo zezempiro ezihlizkwa yinhlango yakho.
- Lokhu kusebenza kahle kakhulu uma nikwenza nihamba ngabibili, ukuze abasebenzi baphephe kodwa futhi kungabi nabantu abanangi kakhulu abazongena bagcwale ekhaya lomuntu, okungamenza akhungatheke.
- Lokhu kuneza amalungu omphakathi ithuba elikahle lokuxoxa nani ngasese futhi abuze nemibuzo.
- Ngokufanayo nokuqwashisa abantu esitaladini, abantu emakhaya bangashiyelwa amapheshana aqukethe ulwazi ngenhlosi yokugcizelela emiyalezweni ehlizkwe ngomlomo.
- Kumele futhi uzame ukubamba lo mkhankaso ngezikhathi ezihlukile ukuze umyalezo wakho ngezikhathi ezihlukile ukuze umyalezo wakho

ufinyelele kubantu abaningi, ikakhulukazi labo abasuke bengekho emakhaya ngezikhathi ezihwalelekile zomsebenzi.

- Qaphela ukuthi kungenzeka ukuba amalungu omndeni aphazamiseke ngenxa yeminye imisebenzi yasekhaya ayenzayo noma mhlawumbe angakuthokozeli ukukhuluma ngezinto eziyimfihlo phambi kwamanye amalungu omndeni, futhi lokho kungaholela ekutheni angakuzwisisi kahle lokho okushoyo.

"Kuyinto enhle ukugugquzelu abantu ngokuvakashela umuzi nomuzi ngoba uma amakhasimende enombuso uyakwazi ukuwanikeza impendulo ngokushesa. Futhi, abanye abantu abakwazi ukufunda noma abathandi ukufunda, ngakho-ke ngenkathi uxoxisana nabo umlomo nomlomo bawuqonda kangcono umyalezo obaphathele wona." - Luzuko Manzi (Isibenzi sezempiro)

Ukuvakashela abantu emakhaya kuhlinzeka ngethuba elihle kakhulu lokukhuluma umlomo nomlomo nabantu emakhaya abo mayelana nezinsizakalo zezempiro ezihlizkwa yinhlango yakho.



3.3 Imicimbi emikhulu yokuxumana nomphakathi

- Umcimbi omkhulu womphakathi uzokwenza ukuba ukwazi ukuxumana nabantu abanangi ngesikhathi esisodwa.
- Cela usopolitiki wendawo ohlonishwayo oyisishoshovu sezempiro ukuba adulisele kubantu imiyalezo yakho ngoba esikhathini esiningi abantu abanjalo bona bayakwazi ukuthumela umyalezo ngendlela ezohambelana nesimo esikhona endaweni.
- Kumele ubandakanye nezinto ezizojabulisa abantu njengomculo, imidlalo nemincintswano yokutonyulwa kwamagama abantu abawine imiklomelo. Uma uhlizeka ngemiklomelo kumele uqale ngokuxoxisana ne-CAB ukuze uthole ukuthi leyo miklomelo ilungle yini, futhi iyahambelana yini nesimo sendawo.
- Ungasebenzisa nezethulo, imidlalo yeshashalazi noma amaqembu omdanso okuyizinto ezizokwazi ukudlulisa nokusabalalisa imiyalezo ephathelene nezempiro.

abantu njengomculo, imidlalo nemincintswano yokutonyulwa kwamagama abantu abawine imiklomelo. Uma uhlizeka ngemiklomelo kumele uqale ngokuxoxisana ne-CAB ukuze uthole ukuthi leyo miklomelo ilungle yini, futhi iyahambelana yini nesimo sendawo.

Ungasebenzisa nezethulo, imidlalo yeshashalazi noma amaqembu omdanso okuyizinto ezizokwazi ukudlulisa nokusabalalisa imiyalezo ephathelene nezempiro.

- Ungahlinzeka futhi nangosizo lokuhlolewa izifo ukuze umphakathi ujwayele ukuthi wusizo olunjalo ozoluhlinzeka ngezinhlelo zakho.
- Qinisekisa ukuthi umcimbi ubanjelwa esakhwiweni esimumatha abantu abaningi.
- Qinisekisa ukuthi uzitholile izimvume ezifanelekile ezikunikeza ilungelo lokubamba umcimbi.
- Kumele ucabange nangezinye izinto ezengeziwe ezizodingeka, njengamabhdolela amanzi anele, izindlu zangasese, amathimba osizo lokuqala nezimo eziphuthumayo, ukulawulwa kokuziphatha kwabantu nezokuphepha (amaphoyisa) kanye nezinhlelo eziphatelene nezintuba zokuphukundlela, uma leyo kuyindawo evalekile, uma kunesimo esiphuthumayo.
- Izindleko zaleli lisu kungenzeka zibe phezudlwana uma kuqhathaniswa namanye amasu okuqwashisa nokugqugquzela umphakathi.



Imicimbi yomphakathi emikhulu ihlinzeka ngethuba lokuxhumana nabantu abaningi ngesikhathi esisodwa ngenhoso yokukhangisa ngezinsizakalo ezihihlinzeka yinhlango yakho.

3.4 Imithombo yabezindaba

Ukusebenzisa imithombo yabezindaba ukuqwashisa abantu ngezinsizakalo zokuvimbela i-HIV kungaba yinto esebeza kakhe kakhulu, kepha-ke lokhu kuncike esimweni sendawo. Imithombo yabezindaba ibandakanya umsakazo, amaphephandaba, umabonakude kanye nezinkundla zokuxhumana.

- Buza kwi-CAB ukuthi yimuphi umthombo wabezindaba okuyiwona ofanelekele kakhe kakhulu ukusetshenzwa emphakathini othile.
- Thola ukuthi yiziphi izilimi ezikulungele kakhe kakhulu ukuxhumana nomphakathi kuleyo ndawo.
- Kumele ubhekisise nezinga lokufunda nokubhala emphakathini ngaphambi kokuhlanganisa imibhalo ye-IEC ezosatshalalisa emaphephandaben.
- Yenza izinsiza-kufunda ezbukwa ngamehlo, ngokubambisana nabaholi bomphakathi endaweni, ukuze uqinisekise ukuthi ziyahambisana nesimo sendawo futhi zikulungele ukusetshenzwa lapho.
- Kumele kwensiwe uhlelo oluphatelene nokusethenzwa kwemithombo yabezindaba, ngokubheka futhi nokuthi lokhu kuzodinga imali

"Njengomuntu omele umphakathi, ngyazithokozela impela izinsizakalo ezilethwa yi-DTTC emphakathini ngoba lezo zinsizakalo zilethwa kubantu. Lokhu kuyakelela ekufundiseni umphakathi ngempilo yavo futhi kuyabakhumbuza abantu ukuba bazinakelele ukuze bahlale bengumqemane. Ngicabanga ukuthi kungaba kuhle uma imicimbi yalolu hlobo yokuxhumana nomphakathi ibanjwa ngezimpelasonto ukuze yethanelwe ngamalungu omphakathi amaningi."

- *Mandla Dosi (Usopolitiki wendawo)*

Bheka iSithasiselo 2 ukuze ubone uhlu lwezinto ezibalulekile ezidingekayo eziphatelene namalungiselelo okuhlela imicimbi yomphakathi emikhulu.

engakanani nokuthi bakhona yini abasebenzi abanamakhono.

- Kubalulekile futhi nokuthatha zinqumo mayelana nokusethenzwa kwemithombo yabezindaba efanelekele ezoqondana nabantu abathile abahlosiwe. Isibonele, umabonakude umba eqolo, kepha ufinyelela kubantu abaningi futhi abahlukahlukene futhi ulwazi oluthunyela ngemithombo ebonwa ngamehlo lukhumbuleka isikhathi eside kunolwazi olufundwa phansi nomu olulalelwu ngezindlebe. Omunye futhi umthombo ongasetshenzwa wumthombo weziteshi zomsakazo zomphakathi ezindaweni lapho bebaningi khona abantu abanemisakazo.

4. Kuhlukile yini ukuxhumana nomphakathi emphakathini esemadolobheni, esezindaweni ezakhelene namadolobha kanye nesezindaweni zasemakhaya?

Imiphakathi yasemadolobheni, nemiphakathi esezindaweni ezakhelene namadolobha kanye naleyo

esezindaweni zasemakhaya inazo izinto eziyhambela kahle futhi inazo nezinselele eziqondene nayo uqobo ezingafani nezeminye imiphakathi, okumele zifakelwe izibuko uma kuza ngasodabeni lokuxhumana nomphakathi. Amasu okuxhumana nemiphakathi ehlukahlukene kungenzeka nawo ahluke kakhulu,

Uthi bewazi nje?

Yini umehluko phakathi kwendawo esedolobheni, indawo eyakhelene nedolobha nendawo esemakhaya?

Indawo esedolobheni yisifunda esizungeze idolobha. Lezi zindawo zithuthukile kakhulu futhi kunengqalasizinda eningi njengezindlu, izakhiwo zamabhizini, imigwaqo, amabhulohlo kanye nengqalasizinda yokuthutha ngezitimela.

Izindawo ezakhelene namadolobha yizindawo ezesemaphethelweni edolobha. Esikhathini esiningi lezi zindawo zibangelwa wukufuduka kwabantu besuka ezindaweni zasemakhaya besondela edolobheni ngenhoso yokufuna amatoho. Lezi zindawo zivamise ukuba nabantu abaningi ngokwegile futhi lapha kuvamise ukutholakala izindlu ezakhiwe kakhe kanye nemijondolo (imikhukhu eyakiwe ngothayela), futhi kunabantu abaningi abangasebenzi, nobugebengu kanye nobubha.

Izindawo zasemakhaya yizindawo ezingaphandle kwamadolobha namadolobhana. Esikhathini esiningi, lapha kunesibalo sabantu esiphansi kanye nezindawo zokuhlalisa kwabantu ezincane. Izindawo zeolimo, zivamise ukuba sezindaweni zasemakhaya.

Inqubo yokuxhumana nomphakathi ihlukile emphakathini esemadolobheni, esezindaweni ezakhelene namadolobha kanye nesezindaweni zasemakhaya. Zinike isikhathi sokuqonda izimo ezihlukahlukene ukuze ukwazi ukuhlinzeka ngezinsizakalo zokuhlolela i-HIV ezifanelele.



futhi izinsizakalo zokuvimbela i-HIV eziqhutshelwa emphakathini kumele zenziwe ngendlela ehambelana nesimo somphakathi ukuze sikhule isibalo samalungu omphakathi asebenzisa izinsizakalo ze-HIV.

Isimo senhla yoziindawo ezisedolobheni kanye naleyo ezakhelene namadolobha shiso ukuthi umcimbi owodwa ungakwazi ukuheha abantu abaningi ngenxa yesibalo esiphezulu sabantu abahlala kulezo zindawo.

Emiphakathini yasemadolobheni kunabantu abaningi abahlala eduze kwedolobha futhi lokho kunenselele yokuthi abantu lapha bamatasatasa, ziningi ezinye izinto abazenzayo. Abantu abahlala enkaben yedolobha lapho kukhona izikhungo zemfundu eziningi kungenzeka kube ngabantu abamatasatasa futhi abafundayo, okungadala inselele yokuthi bahlala bekhathele futhi lokho kungaba yinkinga uma kunemiklamo eminingi eyenzeka kanyekanye. Kusemqoka ukukhumbula ukuthi kungaba nomthwalo wezindleko ezinkulu nenkinga yesikhathi uma kuqhuthswa imiklamo eminingi ngokwehlukana endaweni, futhi akukho ukwehluka okunohlonze kwindlela okusetshenzwa ngayo okungenzeka ngenxa yenqubo yokuxhumana (47).

Imiphakathi yeziindawo ezakhelene namadolobha esikhathini esiningi ivamise ukwahlukahlukana kakhulu ngokwesimo samasiko nesezomnetho, okuyithuba elikale lokuxhumana nabantu abahlukahlukene abasengcupheni kakhulu kanye nalabo abazihluphekelayo abancishwe amathuba. (48). Kephake, ukuxhumana okunjalo kudinga ukuba kulandelwe izindlela ezihlukahlukene, ezincike kakhulu egenjini labantu okuhloswe ukufinyelela kubona.

Ngakolunye uhlangothi, ukusebenza **nemiphakathi yeziindawo** zasemakhaya kona kusho ukusebenzisana

Izindlela zokusebenza eziphuma phambili ezingasetshenziselwa ukuxhumana nomphakathi ezimweni zomphakathi osenobumbano olukhulu ngokulandela izindlela zendabuko kanye/noma amasiko (52 - 54)



1. Zilungiselele ngokuphelele ngokwenza ucwaningo mayelana nomphakathi

- Funda izindlela zokubingelela ezifanelekile (isib. ukuxhawulana, kodwa ungasiqini isandla; ukukhethama, ukubheka umuntu oxoxa naye emehlweni noma ukungambuki umuntu emehlweni).
- Buza futhi ubheke ukuthi iyiphi indlela efanelekile yokugqoka kwabesifazane uma beqhathaniswa namadoda, izingane uma ziqhathaniswa nabantu abadala; abantu abashadile uma beqhathaniswa nabantu abangashadile, njll.
- Buza ukuthi kulindelekile yini ukuba ufile nezipho zabaholi noma zezimenya.
- Yenza okusementleni akho ukufunda ulimi olusetshenziswa wumphakathi, ikakhulukazi ukubingelela kanye namagama asetshenziswa kakhulu aphantelene ne-HIV.
- Bheka ukuthi mhlawumbe ngeke yini kube kuhle ukuthi uqashe ilungu lomphakathi elihlonishwayo njengomeluleki wakho wezamasiko.

2. Nciphisa ukungalingani ngokwamandla nezhikhundla emihlanganweni yokuxhumana nomphakathi

- Kumele nibambele umhlangano wenu endaweni ethile ngaphakathi emphakathini esikhundleni sokuwambela emtholampilo noma kwsinye isikhungo; lokhu kuzokwenza akhululeke lawo malungu omphakathi wendawo akhona emhlanganweni.
- Sebenzisa izindawo lapho abantu bezohlal babe yisikokela (bazungeze) futhi ukhuthaze abahlizeki bezinhlelo ukuba bangahlali bodwa kepha basabalale bahlale namalungu omphakathi.
- Kungaba kuhle mhlawumbe uqoke omunye umuntu olyilungu lomphakathi wendawo ozobambisana naye ekubeni ngusihlalo womhlangano wokuxhumana nomphakathi.
- Sebenzisa imidlalo yendawo kanye nezinto ezingancikile kakhulu olimini olukhulunywayo, ukwamukela abantu abahambele umhlangano kanye nokubenza bakhululeke futhi bakulungele kahle ukuqala komhlangano.
- Baphakele ukudla kwendawo.
- Zamukele izimemo ezikumemela emicimbini yendabuko, uma kunokwenzeka.

3. Kumele ukulungele ukuguqula iqhaza lakho njengochwephesh

- Ukwabelana ngolwazi kuncike olwazini oluqhamuka ezimweni zempilo adlile kuzona amalungu omphakathi – ekuqaleni kungaba nzima kubasebenzi bezempilo kanye namalungu omphakathi ukuthi bakubone lokhu noma bakwamukele lokhu.
- Zijwayeze ukulalela esikhundleni sokukhuluma – wena uyiitshuden somphakathi.
- Gwema ukusebeniza imishini yama-elektronikh ngenkathi kuqhubea umhlangano – esikhathini esiningi izethulo zamasilayidi zigxila ohlangothini olulodwa futhi azikukhuthazi ukuxhumana kahle nokuxoisana.

4. Kumele uqaphele ukuthi kunezigaba namazinga empilo ahlukahlukene emphakathini

- Qinisekisa ukuthi bamelwe ngokufanelekile futhi ngokuphelele labo okuyibona abakhahlamezeke kakhulu ngenxa yobhubhane kanye nokuncishwa amandla namathuba.
- Qinisekisa ukuthi bayabandakanya abantu abaphila ne-HIV behambisana nezithunywa ezivila ezinhlanganweni zomphakathi ezbamele, noma-ke mhlawumbe kube ngabantu abaphila ne-HIV abayizithunywa zezinhlangano zomphakathi esikhundleni sokuthumela abanye abantu ukuba bazobamela.
- Lindela ukuthi kungenzeka kube nezindlela zokuxoxisana ngokwezikhundla zobuholi egenjini – nakuba isifiso sakho kuwukuba amalungu omphakathi axoxisane nokulingana futhi abe nezwi elilinganayo, kungenzeka ukuthi lokhu kwehluke ngenxa yezikambiso zamasiko ezilandelwa wumphakathi, nezokubonisa inhlionipho kubantu abanezhikhundla ezithile.

5. Ungawesabi ukuphikisana kanye nokungavumelani nemibono yabanye

- Wonke umuntu uuyiqonda inqubo eyinxakanxaka yokuthathwa kwezinqumo (bureaucracy); ukuxhumana kusho inqubo ebucayi yokulinganisa izibopho nemisebenzi kanye nalokho okulindelwe ngamalungu omphakathi, abahlizeki bezempilo, osopolitiki, kanye nemikhawulo ekhona ngenxa yokushoda kwezinsiza zezempiro – ungesabi neze ukukusho lokhu noma ukhumbuze iqembu ngakho.
- Uma kunokushayisana nokuphambana kwemibono ngalokho okulindelekile, xoxisanani nibonisane. Esikubonile futhi sakufunda emphakathini ngenkathi sixhumana nomphakathi wukuthi amalungu omphakathi ayakuthokozela ukuxoxisana ngendlela evulekile futhi abonisa ukuthi ayawahlonipha amazwi obuhlakan kanye negalelo labo bonke ababeyingxene yemihlangano.

nabantu abalandela uhlelo lwezimompilo namasiko afanayo. Ukufana kwalezi zimompilo namasiko kungaba yinto enhle kakhulu futhi evuna inqubo yokuxhumana nomphakathi, kepha ngakolunye uhlangothi lokhu kungaphikisana nale nqubo. Ukwenza iningi lezinto ngendlela efanayo kusho ukuthi esikhathini esiningi kuba lula ukuvumelana kwinqubo yokuxhumana nomphakathi. Kepha-ke futhi ngakolunye uhlangothi, umphakathi onohlelo lwezimompilo olufanayo ungakuthola kunzima ukuvumela ukuxhumana namaqemba athathwa njengamaqemba angaphandle komphakathi (49, 50). Ezimweni ezinjalo-ke, kungaba wusizo olukhulu ukuthi ngasekuqaleni kohlelo lokuxhumana nomphakathi kugxilwe kakhulu ekwakheni ubudlelwane obuhile nabameleli bomphakathi.

Ngenxa yobunzima bokusebenziana nemiphakathi okungelula neze ukufinyelela kuyona (ngenxa yakho kokubili ukugqaggana kwezindawo kanye nodaba Iwamasiko), ukuphikelela kuvamise ukuholela ekutheni kube nokuzibophezel kwsikhathi eside kubabambiqhaza abanentshisekelo, emva kokuba sebusunguliwe ubudlelwane bokwethembana (48). Futhi lokhu kuyenzeke nasezimweni lapho kusetshenziswa nemiphakathi emikhulu yendabuko noma esadla ngoludala (51).

Kusemqoka ukuphawula ukuthi nasemiphakathini

esemakhaya kakhulu noma esagxile kakhulu emasikweni imbala, kungenzeka kube khona ukwehluka ngokwemibono nangokwenza izinto, futhi ungathola nokuthi izimompilo zale miphakathi azimile neze ndawonye (52).

Siphakamisa ukuthi ngasekuqaleni kokuxhumana kwabo nomphakathi abasebenzi bezempilo bazame ngawo wonke amandla abo ukufunda nokucoshela ulwazi mayelana nezinkolelo-nqubo ezihlukene ezikhona ngaphakathi emphakathini futhi nabo baqhubeke ngokucabangisa nokucubungula ezabo izinkolelo, futhi kusenjalo baxhumane ngokuhubekayo namalungu omphakathi ukuze bahlonzel futhi badidiyele ukuhluu okukhona okuncane ezinhlakeni zezimompilo.

Ukuxhumana nababambiqhaza kuyinto eseqoka kakhulu okumele bagxile kuyona abahlinzeki bezinhlelo. Ukwakha ubambiswano lokusebenziana okuhle nezhikhungo zenhlalakahle yomphakathi, izikhungo zezempiro, izikhungo zomphakathi kanye nemiklamo yocwaningo kusemqoka kakhulu ekuxhumaneni nababambiqhaza. Inhlosa yaloku wukwakha ubudlelwane bokwethembana, obusobala, obuhlomulisa bonke abathintekayo, lapho inhlango yakho izokwazi ukuhlinzeka amalungu omphakathi ngezinsizakalo ezisezingeni eliphezulu, futhi eziphelele, ngokubambisana nokusebenzisana nababambiqhaza.



Amalungu omphakathi afunda amapheshana aqukethe ulwazi awanikezwe ngenkathi kwenziwa umkhankaso wokuqwashisa nokugqugquzela umphakathi.





UKUSEBENZISANA NEZINHLANGANO EZINGENZI NZUZO

Margaret van Niekerk, Blia Yang kanye no-Sue-Ann Meehan

“ Uma ukufuna ukuhamba usheshe, hamba wedwa. Uma ufunu ukuhamba ibanga elide, hambisana nabanye abantu. ”

(Isisho sase-Afrika)

ISAHLUKO 3 UKUBAMBISANA NEZINHLANGANO EZINGENZI NZUZO

Sibaluleke ngani lesi sahluko?

Ukuqaliswa kohlelo lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini ngeke kuphumelele ngokuphelele uma kungekho ukusebenzisana okuhle phakathi kwabo bonke ababambiqhaza; abaxhasi, abantu abanolwazi olunzulu namakhono ekuhlinzekeni izinsizakalo nemisebenzi ephathelene nokuvinjelwa kwe-HIV kanye nalabo abawuqonda ngokuphelele umphakathi. Ngakho-ke izinhlangano ezingenzi nzuzo (ama-NPO) ezisebenza emiphakathini ngenhlosa

yokwenza ngcono izimpilo zamalungu omphakathi zingababambiqhaza abasemqoka kakhulu okumele kubanjiswane nabo ngenkathi kuqaliswa futhi kuhlinzekwa ngezinhlelo.

Lesi sahluko sihlinzeka ngolwazi mayelana nezinto ezifundwe emiklamweni yobambiswano olukhethekile phakathi kwezikhungo zemfundo nama-NPO ahlukahlukene ukugcizelela eminye yemigomo esemqoka ephathelene nokusebenzisana nama-NPO ngenhlosa yokuqinisekisa ukuhlinzekwa kwezinhlelo ngendlela esimeme.

Yini ozoyifunda kulesi sahluko?

1. Yini inhlango “engenzi nzuzo” (NPO)?
2. Yini ubambiswano olunempumelelo?
3. Kungani kubalulekile ukwakha ubambiswano nama-NPO ngenhlosa yokuhlinzeka ngezinsizakalo eziqhutshelwa ngaphakathi emphakathini?
4. Iqokwa kanjani i-NPO okuzobanjiswana nayo?
 - 4.1. Ukuhipha ithenda
 - 4.2. Ukuqokwa kwama-NPO aphumelele
5. Lusungulwa kanjani ubambiswano oluhambisana nesivumelwano esisemthethweni?
6. Yiziphi izinhlaka zokubika ezsungulelwwe ukuqapha inqubekelaphambili yama-NPO?
7. Luxhumana kanjani ubambiswano nokusimama kwezinhlelo?

1.Yini inhlango engenzi nzuzo (NPO)?

I-NPO ihlose ukuhlinzeka umphakathi ngezinsizakalo ezithile noma imihlomulo ethile, kodwa ayenzi nzuzo ngalokho. ENingizimu Afrika, i-NPO ichazwa njengenhlango yangasee, esungulelwu ukusebenzela umphakathi (55). Ama-NPO azimele futhi awekho ngaphansikukahulumeni(56,57)futhiaqhuba imisebenzi okuhloswe ngayo ukuqeda inhlupheko, agqugquzele izimfuno nezidigo zabantu abahlwempu futhi/noma agqugquzele nentuthuko yomphakathi (58). Esikhathini esiningi ama-NPO athembile osizweni lwezimali oluvela kubaxhasi abazimele, izikhungo zikazwelone kanye/noma zakwamanye amazwe ezixhasa ngezimali, uxhaso-mali oluyisibonelelo sikahulumeni, kanye nemicimbi yokuqoqa iminikelo yezimali. Igama elithi NPO yigama elibanzi elifaka phakathi izinhlangano ezingekho ngaphansi kakahulumeni (ama-NGO) kanye nezinhlangano zomphakathi (ama-CBO) (56).

Ihlukile indlela ahleleke ngayo futhi asebenza ngayo ama-NPO ahlukahlukene. Ngokujwayelekile, i-NPO ivamise ukuba nebodi yabaqondisi esikhathini esiningi abasebenzela i-NPO njengamavolontiya. Umsebenzi wabo omkhulu wukuqapha umsebenzi owensiwa ngumqondisi ophethe, ukuthuthukisa kanye nokugunyaza isabelomali kanye nokuleleleka ekuqoqweni kweminikelo yezimali nokunxusa abantu nezinhlangano ukuba zixhase i-NPO ngezimali. Umqondisi ophethe nguyena othweswe umsebenzi wokwengamela umsebenzi wansukuzonke owensiwa yi-NPO futhi athumele nemibiko kwibhodi yabaqondisi.

Uthi bewazi nje? Ahluke kanjani ama-NGO kuma-CBO? (59)

Isifinyezo segama esithi **NGO** simele inhlango engekho ngaphansi kukahulumeni. Esikhathini esiningi, ama-NGO yizinhlangano ezhilelekile futhi ezibhaliswe ngokusemthethweni kuhulumeni. Lezi yizinhlangano zamavolontiya ezingenzi nzuzo. Zihlinzeka ngezinsizakalo ezingenzi lomhlaba wonke jikelele, kuzwelone kanye endaweni.

Isifinyezo segama elithi **CBO** simele inhlango engekho ngaphansi emphakathini. Lezi yizinhlangano ezitholakala emazingeni aphansi emphakathini, ezsungulwe ngabahlali bendawo futhi zisebenzela ukufezekisa izimfuno nezidigo zamalungu azo. Futhi lezi zinhlangano kungenzeka kube yizinhlangano ezhilelekile noma ezingahalelekile kodwa amalungu azo avela kulowo mphakathi eziwusebenzelayo.

Abasebenzi be-NPO bona benza umsebenzi wokuqalisa nokuqhuba izinhlelo ze-NPO ezhilukahlukene. Amawebhusayithi alandelayo ahlinzeka ngolwazi olithe xaxa mayelana nesakhiwo sama-NPO kanye nendlela ahleleke ngayo.

<http://www.etu.org.za/toolbox/docs/building/lrc.html>

<https://www.gdrc.org/ngo/org-chart.html>

<https://libcom.org/library/what-structure-ngo>



Inkulisa i-Etafeni Day Care Centre yi-NPO edumile futhi ehlonzekwa ngezinhlelo ezhilukahlukene nezemfundo, ezenhlakale yomphakathi kanye nezesandulelangculazi nengculazi eNyanga, eKapa.



Umfanekiso 3.1: Ubambiswano oluyimpumelelo lwenzeka uma bonke abantu besebenza ngokubambisan

2. Yini ubambiswano olunempumelelo?

Ubambiswano olunempumelelo lungasho izinto ezhilukahlukene kubantu abahlukahlukene. Ubambiswano luchazwa "njengobudlelwane bukusebenzisana phakathi kwezikhungo ezisebenzela ukufezekisa izinjongo eozifanayo, ezabana ngomsebenzi okumele weniwe ngokulandela indlela okuvunyelwane ngayo phakathi kwalezo zikhungo" (61).

Ucwaningo Iwesigameko: I-NPO yakha izinhlelo ezifanelekile futhi ezikulungele ngokuphelele ukubhekana nezinselele zezidingo zomphakathi eziguqukayo

I-Etafeni yinhlangano engenzi nzuzo ebhaliswe ngokusemthethweni enesakhiwo esikulungele ukuhlinzeka kwezinsizakalo ezhilobonhlobo, kubandakanya nokuhlinzeka kwenzinhlelo ezhilukahlukene zezemfundo nezenhlakale yomphakathi kanye nokuhloisa umphakathi ngolwazi nentuthuko, eziqondiswe kubantu abangakutholi kahe ukubhelelwa ngendlela efanele nokuhlinzeka kahe ngezinsizakalo eNyanga, edolobheni laseKapa. Umphakathi waseNyanga wumphakathi owakhelene nedolobha owabe unabahlili abalinganiselwa kubantu abayizi-58 723 ngowezi-2011. Leli lokishi libhekene nezinkinga ezinkulu, njengezinga eliphakeme kakhulu lokuntuleka kwamathuba omsebenzi (elilinganiselwa kuma-56%), ububha obudlangile futhi obusabalele kakhulu emphakathini kanye nesibalo esiphezulu kakhulu sabantu abaphila nesandulelangculazi nengculazi (60).

Ekuqaleni, i-Etafeni, eyasungulwa ngowezi-2001, yayasungulwe ukulwisana nobhubhane lwe-HIV ne-AIDS olwabe ludlangile eNyanga namaphethelo (njengoba lusadlangile namanje). Lesi sikhungo sihlinzeka ngosizo emindenini ekhahlaneyze yi-HIV ne-AIDS, ikakhulukazi izingane ukubhelelwa kakhulu, ezithelelekile kanye nalezo ezikhahlamezekile ngenxa yobhubhane lwengculazi.

I-Etafeni yasungulwa ngesikhathi lapho ENingizimu Afrika yayisqala ukuphuma kancane esikhathini esinzima lapho iziphathimandla zaziphika ukuthi kunenkinga yalolu bhubhane kuleli futhi ziphika nokuthi i-HIV ibangela i-AIDS. Ogogo kanye nabanakekeli bezingane babekhathazeke kakhulu ngezinga eliphakeme lokufa kwabazali bezingane eNyanga, okwakubangela ukuba izingane zabo zisale nogogo noma abanakekeli ababethola ukweskwa okuncane kakhulu noma bangakutholi sanhlobo, okwakwenza kubane nzima ukondla lezi zingane. Emva kwezinyanga eziningi kuxoxiswana nomphakathi, i-Etafeni Day Care Centre Trust yasungulwa ukuze ibhekane nezidingo zemindeni eminingi eyabie idinga usizo nokubhelelwa eNyanga. Le-Trust yasungulwa ngoZibandlela 2001 futhi iyisikhungo esisemthethweni, esibhaliswe njengenhlango engenzi nzuzo.

Ekusungulweni kwayo, i-Etafeni yaqala njengesinyathelo sokubhekana nezinkinga ezabe zibangelwa wubhubhane lwe-HIV ne-AIDS, kepha ikhulile ngokuhamba kweminyaka, yaba yisikhungo esiqondene nakho konke okupathelene nalolu bhubhane noma izimo ezbibebzelwa yilolu bhubhane, njengezingane eziyizintandane ngenxa yokushonelwa ngabazali, ukuntuleka kwamathuba omsebenzi kubantu besifazane nentsha kanye nokunganakwa kwezingane. Manje i-Etafeni isibandakanya indlela yokusebenza egxile emikhakheni eminingi, ngokubhekelela izidingo ezhilukahlukene zabantu baseNyanga futhi kusenjalo igxile ikakhulukazi kwabesifazane nezingane. Njengamanje lesi sikhungo siqhuba izinhlelo ezhilukahlukene kubandakanya inkulisa, eyaqala ukusebenza ngowezi-2003, izinsizakalo zenhlakale yomphakathi ezaqala ukusebenza ngowezi-2006, nohlelo lwamabhizini amancane lwabesifazane kanye ne-Fit for Work Program eyaqala ngowezi-2007. Uhlelo lwe-Fit for Work Program luhlinzeka abantu abasha ngamakhono empilo kanye nawomsebenzi adingekayo ukuze bakulungele ukuqashwa nokusebenza. Ngowezi-2008, kwasungulwa uhlelo lokunakekela izingane eziyizintandane kanye nezingane ezipuma emakhya ahlwempu, emva kokuphuma kwestikole, futhi kwaqaliswa nohlelo lokwelulekwa ngokwengqondo oluphathelene ne-HIV ne-AIDS kanye nama-STI.

Abasebenzi be-Etafeni bathathwe emphakathini wendawo. Le nhlangano icija futhi iholmese ngamakhono abasebenzi abasezhkhundleni ezipansi, ngokubaqeqeshela emsebenzini nokuhlinzeka ngabantu abazobabamba ngengalo babafundise umsebenzi. Lokhu kucijwa nokuhloniyisa kwabasebenzi ngaphakathi enkampanini kuyaqinisekisa futhi nokuthi inhlango iyasimama, ikhule, idlondlobale.

Barbara, iMenerja Eyengamele Intuthuko Yenhlango, Etafeni Day Care Centre



Ucwaningo Iwesigameko oluhlinzeka lapha ngezansi lungesinye sezibonele zobambiswano oluyimpumelelo phakathi kwsikhungo sezemfundo (inyuvesi) kanye nama-NPO endawo ahlukahlukene. Ezinye zezifundo ezitholakale kulolo cwaningo Iwesigameko zisetshenziswe kaningi kuso sonke lesi sahluko ngenhoso yokugcizelela nokuqhakambisa izindlela zokusebenza ezipuma phambili kanye nezifundo ezifundiwe.



Ucwanningo Iwesigameko: Ukuzebenzana ngempumelelo phakathi kwenyuvesi nama-NPO endawo ahlukahlukene

"Ukuxhumana nomphakathi yibhulohu elixhumanisa kabusha inyuvesi nemiphakathi eyizungezile. Lokhu kudinga ukuba zombili lezi zinhlaka, inyuvesi kanye nomphakathi, zihambe zinqamule ibhulohu ziwelele ngaphesheya." (Hlekani Kabiti, isitshudeni esaphothula iziqu zaso eNyuvesi yase-Venda, eNingizimu Afrika).

Kusukela ngowezi-2007, iNyuvesi yase-Stellenbosch ithola uxhaso lwezimali oluvela ku-PEPFAR lokuxhasa izinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini, ngaphansi kwama-Centers for Disease Control and Prevention (CDC). INyuvesi yase-Stellenbosch isebezana nama-NPO angaphezu kwesikhombisa ukuhlinzeka ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini ehlukahlukene edolobheni laseKapa. Izinjongo ezinkulu zalolu bambiswano kwabe kuwukuvimbela ukukhula kwesibalo sabantu abatelleka nge-HIV nsukuzonke, kuxlongwe futhi kutholakale labo abaphila ne-HIV bese behunyaniswa nezinsizakalo zosizo lokunakekelwa nokwelashelwa i-HIV.

Izibopho nemisebenzi yenyuvesi

- Usizo lwezimali: lokuxhasa i-NPO.
- Ukuthuthukisa kwamakhono: Ukuhlinzeka ngolwazi lomsebenzi ngokuqeqeshwa okuhlelekile kanye nokungahlelekile.
- Ukuhlinzeka ngosizo lokuqeqeshelwa emsebenzini.

Izibopho nemisebenzi ye-NPO

- Ukuqashwa kwabasebenzi.
- Ukuhlinzeka ngqo ngezinsizakalo emphakathini.
- Ukuthengwa kwezinsizakusebenza.
- Ukuqapha nokuhlolola umsebenzi owenziwayo.
- Ukuhiba njalo ngenyanga nangekota yonyaka.

Ukusebenzana kweNyuvesi yase-Stellenbosch kanye nama-NPO athile kwaqhubea isikhathi esiyiminyaka eyisishiyagalolunye.

Lolu bambiswano lwaba yimpumelelo ngoba:

- zombili izinhlangothi zabe zisebenzela ukufekisa injongo efanayo;
- uhlangothi ngalunye belubona ubambiswano njengento esemqoka kakhulu;
- belunemihlomulo nemivuzo emihle kuzona zombili izinhlangothi;
- bekunohlaka oluhlelekile obelusetshenizelwa ukuhola nolulawula ubambiswano, isib. inkontileka yesivumelwano; futhi,
- izibopho nemisebenzi yenhhlangano ngayinye eyabe iyingxene yobambiswano kwabe kubhalwe phansi ngokucacile futhi kwaziwa kahe.

3. Kungani kubalulekile ukwakha ubambiswano nama-NPO ngenhlosa yokuhlinzeka ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini?

Njengoba isidingo sezinsizakalo zezempiro sikhula emhlabeni wonke jikelele, liyakhula futhi nezinga lokuthembela kohulumeni kuma-NPO ekuhlinzakweni kwezinsizakalo zomphakathi ezesemqoka (62, 63). Lokhu kuyiqiniso, ikahkulukazi ezindabeni eziphatelene nobhubhane lwe-HIV. Ama-NPO anendima esemqoka kakhulu okumele ayidle ngoba nolwazi olunzulu lokuthi njengamanje yini edingekayo emphakathini asebenzela kuyona, anolwazi futhi lokuthi yiziphi izinsiza ezikhona njengamanje kule miphakathi futhi asiqonda kahle nesimo sezepolitiki nesenhlalo kulowo mphakathi. Lolu lwazi lwenza akwazi ukudlala indima ebalulekile

ekuthuthukiseni nasekuqaliseni izinhlelo zokungenelela eziphatelkayo futhi ezsibenza kahle ukuze kuhlomule umphakathi othile lapho ama-NPO esebebenzela khona. Isibonelo, i-NPO yendawo ingaba nalo ulwazi lokuthi emphakathini othile iningi lamadoda lilandela isiko lendabuko lokusokwa kwabesilisa njengengxene yeysiko-mpilo labo.

Ngakho-ke leyo NPO izokwazi ukweluleka inyuvesi ukuthi kungaba yizinselele kulo mphakathi ukuqalisu uhlelo lokusokwa kwabesilisa ezikhungweni zezempiro ngokuzithandela kwabo.

Nakuba ama-NPO evamise ukuba nolwazi lomphakathi futhi ewuqonda kahle umphakathi, futhi enaso isifiso nentshisekelo yokuhlinzeka ngezinsizakalo ezizohlomulisa le miphakathi, kungenzeka angabi namandla namakhono okuqhuba lo msebenzi futhi angabi nazo nezimali edingekayo ukuqalisu izinhlelo



zomphakathi ngaphandle kosizo lwangaphandle. Nakuba lesi kungesona isimo esitholakala njalo kuwona wonke ama-NPO, kepha kona kuyiqiniso, ikahkulukazi kuma-NPO amancane noma lawo asanda kusungulwa. Esinye isaxazululo sale nkinga wukuba kusungulwe ubambiswano, ukuze ama-NPO athole amandla okusebenza. Ubambiswano phakathi kwe-NPO nenhhlangano enezinsiza zomsebenzi ezanele, futhi enolwazi olunzulu lokuphatha umsebenzi nezimali zenhlangano, lungayilekelela i-NPO esaafusa ukuba ikwazi ukufekisa imiphumela ethile ezibekile yona. Ubambiswano oluhlomulisa labo abayingxene yalo ngokulinganayo, lapho amakhono edulisewa ku-NPO esaafusa, luzohlomulisa leyo NPO futhi luyinike namandla okusebenza futhi ekugcineni lokho kuzohlomulisa nomphakathi wendawo.

- Isimemezelo esiqondiswe kuma-NPO kumele sikhagiswe kwizithangamu ezizoqinisekisa ukuthi sifinyelela kubantu abanigi futhi sihlinzeka ngamathuba alinganayo kuwo wonke ama-NPO ukuze afake amathenda. Kuvamise ukuba kusetshenizisewamaphethandaba, amawebhusayithi kanye nokutshelana kwabantu ngomlomo mayelana namathuba akhona okufaka ithenda.

- Isikhangiso kumele siqukathe ulwazi oluphatelene nezidingo ezyisisekelo zokufaka isicelo sethenda, isibonelo, isizathu sethenda, imininingwane nolwazi oluphatelene nenhhlangano ekhipha ithenda, izinhlobo zezinsizakalo okumele zihlinzakwe yi-NPO, zonke izincwadi edizingekayo okumele zihambisan nesicelo sethenda kanye nosuku lokuvala lokufaka kwezicelo zamathenda. Bheka iSithasiselo 3, ukuze ubone isibonelo sesikhangiso sethenda.

Nazi ezinye izidingo ongazibeka okumele zifezekiswe ngama-NPO afuna ukufaka isicelo sethenda yokuhlinzeka ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini:

- Ulwazi olunzulu kanye nesipiliyonu sokuqasha abasebenzi bezempilo.
- Ulwazi olunzulu kanye nesipiliyonu sokuhlinzeka ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini.
- Ingqalasizinda eyanele ekulungele ukuphathwa nokulawulwa komklamo wonkana kanye nokuphathwa kwezimali, ukuhlinzeka kwezinsizakalo edizingekayo futhi kuqinisekiswe ukuthi zikhona izindlela zokuqapha nokuhlola umklamo.
- Ukuzimisa ukwenza inkontileka yesivumelwano ebeka ngokucacile imigomo yomklamo, amazinga omsebenzi odingekayo, izinto okumele zifezekiswe ngesikhathi esibekiwe, amaqhaza kanye nemisebenzi nezibopho.
- Ikhono namandla okuphatha kanye nokuqhubea nomklamo esikhathini eside.
- Isipiliyonu sokuthi i-NPO ike yawenza yini phambilini umsebenzi othile kule ndawo okuzohlinzeka kuyona izinsizakalo.

Uthi bewazi nje? Yini ithenda?

Ithenda yisiphakamiso sokwenza umsebenzi othile, ukuhlinzeka ngezimpahla, izinsizakalo noma imikhiqizo ngenani lentengo elibekiwe. Uma inhhlangano ikhipha ithenda, isuke icela umphakathi ukuba unqume inani lentengo ongahlinzeka ngalo imikhiqizo noma izinsizakalo edizingekayo. Uma inhhlangano ekhiphe ithenda isiyamukelile ithenda, leyo thenda iyisibopho kuzona zombili izinhlangano, okuyinhlangano ekhiphe ithenda kanye nenhhlangano enikwe ithenda (64).

4. Iqokwa kanjani i-NPO okuzobanjiswana nayo?

Ziningi izindlela zokuqaka i-NPO. Ulwazi oluuhlinzakwe kulesi sigaba lususelwa ezifundweni esizifundile nezinto esizibonile (bheda ucwaningo Iwesigameko lapha ngenhla), futhi lokhu, kuzokwenza ubhe emuva, ucabangisise ngalokhu, futhi kukuhlinzeka ngemigomo engumhlahlandela ongayiguqla ukuze ihambelane nesimo esikhona endaweni osebenzela kuyona. ENingizimu Afrika, kuvamise ukusetshenizisewa inqubo yamatenda ngenhlosa yokuqinisekisa ukuhlinzeka kwamatenda alinganayo ekuqokweni kwama-NPO futhi kuqinisekiswe nokuthi kulandelwa inqubo esobala. Inqubo yamatenda ingakulekelela ukuba uthathe isinqumo mayelana nokuthi yimaphi ama-NPO afanelekile 'ongabambisana' nawo ohlelweni oluhlinzakayo.

4.1 Ukukhipha ithenda

Isinyathelo 1: Khipa isimemezelo (isikhangiso) esiqondiswe kuma-NPO anesifiso sokuhlinzeka ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini.

Isinyathelo 2: Beka usuku lomhlangano ophoqelekile okumele uhanjelwe yiwona wonke ama-NPO afuna ukufaka ithenda, lapho ezhohlinzeka khona ngolwazi oluphatelene nethenda (imininingwane yalo mhlango kumele ibe yingxene yesikhangiso sethenda). Lo mhlango kumele kube wumhlangano ophoqelekile futhi nanoma iyiphi i-NPO engawuhambeli kumele ishiywe ngaphandle ekufakweni kwezicelo zethenda. Izinjongo zalo mhlango wukuhlinzeka ama-NPO azofaka izicelo zethenda ngalokhu:

- ulwazi olufingqiwe mayelana nethenda;
- ububanzi bomsebenzi;
- ulwazi mayelana nenhhlangano; kanye,
- nethuba lokuba imibuzo.

Emva kokubanjwa kwalo mhlango, ama-NPO afuna ukunikezwa ithenda kumele agcwaliye amafomu afanelekile okufaka isicelo sethenda bese ethumela lawo mafomu, kanye nezincwadi ezidingekayo eseseka isicelo sethenda, ngemvilophu evalive, esikhulwini sokuthengwa kwempahla nezinsizakalo ngosuku nezikathhi esibekiwe.

4.2 Ukuqoka kwama-NPO aphumelele

Ukuqoka kwe-NPO ephumelele noma ama-NPO aphumelele kumele kwensiwe ngendaweni ehlelele. Siphakamisa ukuba kulandelwe izinyathelo ezintathu.

Isinyathelo 1: Sungula ikomidi lokuqoka i-NPO ezonikezwa ithenda, ezovula, icubungule futhi ihlole ithenda ngayinye efakiwe, ngokulandela imigomo ebekwe phambilini. Umgomu ngamunye kumele unikezwe isisindo ngokubheka ukabaluleka kwavo uma ughathaniswa neminye imigomo. Inani eliphelele lakho konke kumele lenze ama-100%.

Isibonelo, imigomo ebekwe phambilini yokuhlinzeka kwezinsizakalo zokuvimbelo i-HIV eziqhutshelwa ngaphakathi emphakathini ingahlanganisa nalokhu:

- ulwazi kanye nesipiliyonu sokuhlinzeka izinsizakalo eziqhutshelwa ngaphakathi emphakathini (20%)
- ulwazi nesipiliyonu sokuhlinzeka ngezinsizakalo ze-HIV (25%)
- ulwazi lwe-NPO lokuphatha nokwengamela izimali (25%)
- ikhono nolwazi lokuphatha uhlelo oluqhutshelwa ngaphakathi emphakathini (30%)
- INANI ELIPHELE = 100%.

Ikomidi lokuqoka i-NPO ezonikezwa ithenda kumele okungenani libe namalungu amathathu noma amane kubandakanya nesazi sezimali (ungoti wezokuhlola nokugcinwa kwamabhuku ezimali), umphathi omkhulu wohlelo/umhlinziki wohlelo, kanye nesikhulu esengamele ukuthengwa kwempahla nezinsizakalo.

Isinyathelo 2: Kumele kuhlelwu umhangano wekomidi lokuqoka i-NPO, futhi ikomidi kumele ligcwaliye irejista futhi kumele kugcinwe irekhodi eliquethi imininingwane yethenda ngayinye evulwayo ukze icutshungulwe.

Ikomidi liyaxoxisana futhi liyifakele izibuko ithenda ngayinye ngokwesindo samaphuzu. Kumele, ngokuhlanganyela, amalungu ekomidi athathe isinqumo sokuthi ithenda izonikezwa amaphuzu amangaki ngomgomu ngamunye. Emva kwalokho inhloko yekomidi iwabhala phansi ephepheni amaphuzu, kanye nencazelo emfushane yokuthi kungani ithenda inikezwe lawo maphuzu. (Bheka iSithasiselo 4). Umfakicelo wethenda othole amaphuzu aphezulu kunabo bonke abanye kumele anikezwe ithenda. Uma ikomidi

Icebo

Kungaba wusizo ukuqoka i-NPO esike yasebenza nomphakathi, futhi ekwazile ukuqhuba uhlelo oluthile ngempumelelo emphakathini. I-NPO enjalo:

- iziqonda ngokuphelele izidingo zomphakathi esebeza kuwona, ngakho-ke izokuhlinzeka ngolwazi olubalulekile ukuze izinhlelo ozozihlinzeka zihambisanu nesimo senhlahlo nezinkolelo namasiko omphakathi futhi ngeke kube khona ukuphindaphindeka okungenasidiso kwezinsizakalo ezifanayo endaweni eyodwa;
- izokwazi ukufinyelela nakulezo zindawo okunzima kakhulu ukufinyelela kuzona ngaphakathi emphakathini, okuyinto ezohlomulisa nalawo malungu omphakathi abengeke akwazi ukuthola izinsizakalo; futhi,
- umphakathi usuyayithembu, futhi iyazi ukuthi kumele isebeenzele umphakathi futhi iphendule emphakathini ngomsebenzi ewenzela umphakathi.

linombono wokuthi umfakicelo othole amaphuzu aphezulu akufanele anikezwe ithenda, lokho kumele kubhalwe phansi futhi kuhlinziki nezizathu ezicacile zokuthi kungani enganikezwanga. Zonke lezi zincwadi kumele zigcinwe kahle kwifayela ukuze zitholakale nasesikhathini esizayo uma zidinge ka futhi ukuze zitholakale ngenkathi kwensiwa ucwaningo-mabhuku.

Isinyathelo 3: Ukwaziswa kwama-NPO ngesinqumo esithathiwe. Abafakicelo abaphumelele kanye nalabo abangaphumelelanga (ama-NPO) kumele babhalelwu incwadi baziswe ngesinqumo sekomidi. Izizathu zesinqumo esithathiwe kumele zifakwe kuleyo ncwadi ethunyelwa kubafakicelo.

5. Lusungulwa kanjani ubambiswano oluhambisana nesivumelwano esisem-thethweni?

Uma isiphothuliwe inquubo yethenda futhi uma seyaziwe i-NPO ephumelele, isinyathelo esilandelayo ngesokuba kuvunyelwane ngobambiswano oluzosetshenizwa ukuhubekela phambilini.

- Kumele lubukeke kanjani ubambiswano?
- Kuzoqinisekwa kanjani ukuthi umuntu ngamunye oyngxene yobambiswano uyaphendula ngalokho akwezayo?
- Iyiphi inquubo ezolandewa uma oyedwa kulabo ababambisene engasifezekisi isibopho nomsebenzi wakhe?

Kuyinto enhle ukuba nenkotileka esemthethweni enikeza incazel opehele yemigomo yobumbano. Ummeli (umeluleki wezomthetho) angahlanganisa uhlaka lwenkontileka eyisisekelo futhi aqinisekise ukuthi izigatshana eziqwayelekile zomthetho ziyaqawa kule nkotileka, isibonelo, inquubo okumele ilandelwe uma kwenzeka kubakhona ukwephulwa kwemigomo yesivumelwano.

Ngezinhloso zokuqaliswa kohlelo, futhi ngaphezu kwezigatshana zomthetho, inkontileka yesivumelwano kumele ifake phakathi nohlelo lokusebenza kanye nesabelomali.

- **Uhlelo lokusebenza** kumele lufake phakathi injongo-ngqangi nezinhloso ezibalulekile zohlelo, kanye nemisebenzi okumele yenziwe ukufezekisa izinhloso zohlelo. Mayelana nomsebenzi ngamunye, kumele cube khona incazel yallowo msebenzi, nokuthi ngubani ozowenza, nokuthi uzokwensiwa nini (umngqamaluqu wesikhathhi) kanye nokuthi izokalwa kanjani impumelelo nomthelela walowo msebenzi. Lokhu kuzolekelela ukuqapha nokuhlola inqubekelaphambili yohlelo kanye nokubheka ukuthi uqhuba kanjani umuntu ngamunye oyngxene yohlelo ekufezekiseni umsebenzi abelwe wona. Kumele ulubuyekeze njalo uhlelo lokusebenza futhi ufake izinto ezintsha uma kunesidiso salokho. Lezi zinto ezintsha zingafakwa futhi zengenzwe njengengxene yenkotileka yesivumelwano ngenkathi luqhubeka uhlelo. Bheka iSithasiselo 5 lapho uzothola khona isibonelo sohlelo lokusebenza.
- **Isabelomali** naso siyengxene esemqoka yenkotileka. Kubalulekile ukuba isabelomali siyiveze njengoba injalo imininingwane yezindleko

Icebo

Kumele uzame ukubamba imihlangano njalo futhi ngokuqhubekayo nabaphathi be-NPO ngaphambi kokuqaliswa kohlelo. Lokhu kuzoqinisekisa ukuthi :

- ukuthathwa kwezinqumo mayelana nokuqutshwa komsebenzi kanye nokusethenizwa kwezimali kwensiwa ngokuhlanganyela phakathi kwazo zombili izinhlangano ezibambisene kulolu hlelo;
- bobabili ababambisene kulolu hlelo baluqonda kahle uhlelo futhi bayaqonda izinjongo-ngqangi zohlelo kanye nemisebenzi okumele iqaliswe futhi ihlinzikiwe; futhi,
- bobabili ababambisene kulolu hlelo banolwazi olwanele mayelana nesabelomali kanye nezinsiza ezikhona (ukuze izinsiza zabiwe ngendaweni efanele futhi egculisayo).

zokuqaliswa uhlelo. Futhi kumele sifake phakathi nayo yonke imikhakha yezindleko efanelekile futhi kumele sikuvumelwa ukuqaliswa nokuhlinzeka kwangempela kwemisebenzi. Isibonelo, kuyinto engeke yenzeku ngempumelelo ukuhlela ukuqaliswa umsebenzi othile endaweni egcwele ubugebengu kakhulu, ngaphandle kokubeka eceleni imali ezohlinzeka izinsiza zokuqinisekisa ukuvikeleka. Kusemoaka futhi nokubheksa isimo sendawo ozosebenzela kuyona. Isibonelo, uma uhlela umcimbis womphakathi, kungenzeka kudingke ukuba ubeke eceleni imali yokuhlinzeka amanzi kanye nezindlu zangasese. Kumele ukhumhule ukuxhumana nokubonisana ne-NPO ezohlinzeka ngezinsizakalo endaweni ngaphambi kokuphuthula uhlelo lokwenza isabelomali. I-NPO kumele ibambe iqhaza ngokuphelele kule nqubo yesabelomali. Lokhu kuzolekelela ekuqinisekisa ukuthi abantu bayaphendula ngokusetshenizwa kwemali futhi kuqinisekisa nokuthi le mali isetshenizwa ngendaweni efanele ngoba isebeenzela umphakathi wabo. Bheka iSithasiselo 6 lapho uzothola khona isibonelo sesabelomali, esibonisa nemikhakha yezindleko efanelekile.

"Lolu sekube wubambiswano oluhle kakhulu – iNyuesi yase-Stellenbosch ingomunye wabaxhasi abalandele indlela yokubonisana nathi mayelana nesabelomali futhi yayilalela imibono yethu, yasihlela kabusha isabelomali ukuze sihambisane nezidiso zethu. Isimo esivumela ukuguqugukwa ngaphakathi komklamo silekelele ukuba sikkazi ukusebenzisa izimali ngokwezidiso zethu." – Izak Mofekeng (uMlawuli Wohlelo osebenzela i-NPO iMasicedane)



Ukuhlanganisa isabelomali kumele kubayinqubo ebandakanya bonke labo ababambisene ohlelwani oluzokwensiwa.

Ucwaningo Iwesigameko: Ukuthuthukiswa kwesabelomali ngokubambisana

INyuesi yase-Stellenbosch yayiphothula inqubo yokukhishwa kwethenda futhi ithenda yanikezwu i-NPO ezoqalisa futhi ihlinzeke ngezinsizakalo zokuhlolela i-HIV emphakathini ngamunye onesibalo esiphezelu kakhulu sabantu abaphila ne-HIV. Nakuba sabe sesibekiwe isamba esiphelele semali eyabe izotholwa yi-NPO, evela enyuesi, yokuuhlinzekwa kwezinsizakalo, inyuesi yamema umphathi wezimali, umlawuli wohlelo kanye nomhlengikazi oeqqeshiwe (bonke okungabasebenzi be-NPO) ukuba beze emhlanganweni lapho kwathathwa khona isinqumo sokuthi le mali eyabiwe izohlukaniswa kanjani ukuqinisekisa ukuthi izinsizakalo zihlinzekwa kahle futhi ngendlela ephusile, engambi eqolo futhi engamoshi imali. Ngenkathi kubanjwe lo mhlangano, kwabanjiwa ingxoxo yokubekisa imikhakha ehlukahlukene yemikhakha yezindleko edingekayo kanye nokuthi malini ezokwabelwa umkhakha ngamunye. Kwabandakanya izindleko kanye nemikhakha yezindleko eminingi futhi ehlukahlukene. Le mikhakha elandelayo yagcizelelwu yi-NPO ngenhlosu yokuba kuhlelwe kabusha isabelomali ukuze sihambelane nemiphumela yohlelo ehlosiwe:

Ukuvikeleka. Umhlengikazi, u-Dorcas, wathi esikhathini esiningi lokhu kubukelwa phansi futhi kushaywa indiva. Isabelomali kumele sibhekelele nesidingo sokuphepha nokuvikeleka kwabasebenzi abasebenza emiphakathini enamazinga aphakeme obugebengu. Kwabanjiwa ingxoxo mayelana nokuthi yiziphi izinyathelo zokuvikeleka ezidingekayo futhi lokhu kudinga malini. Kwathathwa isinqumo sokuqasha unogada ozoba yingxene yethimba elihlinzeka ngezinsizakalo zokuhlolela i-HIV ezingumahambanendlwana. U-Dorcas wakuthokozela impela lokhu, njengoba wabona ukuthi isabelomali sasenza imizamo yokubekana nodaba Iwesidingo sokuvikeleka kwethimba lakhe elisebenza ngaphakathi emphakathini lapho lihlinzeka khona ngezinsizakalo.

Isidindo sokuba kubekwe eceleni imali **yokulungisa impahla nemishini ephukile** sahlonzwa ngumlawuli wohlelo, u-Peter. Wathi uyazikhumbula izigameko ezenzeka esikhathini esedlule lapho imishini ibiphuka kepha ingalungiswa ngoba yabe ingekho imali ebibekelwe ukulungisa impahla ephukile. Imishini ephukile yaba normthelela ongemuhle ohlelweni. Kwavunyelwana ngokuthi kumele kube nemali ebekwa eceleni ezosetshenziselwa ukulungisa impahla ephukile. Lokhu kubandakanya ukulungisa kwempahla ephukile (isibonelo: amatende) kanye nemishini esebenza ngogesi (isibonelo: amakhompyutha). Ukulungiswa kwezimoto nakho kwafakwa ngaphansi kwesabelomali sokulungisa impahla ephukile.

Izindleko zokugibela nazo zafakelwa izibuko ngoba ezikhathini esiningi abasebenzi kumele basebenzise izinto zokuthutha uma beya emsebenzini, behambela izigcawu zokuqeleshwa, beyohlinzeka ngezinsizakalo zokubhekelela nokuwashisa umphakathi noma bevakashela amakhasimende beyolandelela emva kokuba sebeke bawabona phambilini. Kungakhathalekile ukuthi basebenzia izimoto zabo noma izinto zokuthutha umphakathi, kusemqoka ukuba bahlinzkekwe ngemali yokukhokhela izinto zokuthutha ukuze ingaphazamiseki imisebenzi ehlizenzwayo ngaphansi kwezinlelo.

Udaba Iwezindleko zokuphatha nokulawula umsebenzi (Administration costs) Iwavezwa ngumphathi wezimali ze-NPO, uSipho. Ngokujwayelekile, ama-NPO awalutholi uxhaso-mali lokuqhuba nokulawula umsebenzi owenziwayo, njengezindleko zokulawula nokweseke ngezimali uhlelo ngalunye, izinsiza zasehhovisi, ukuqasha amahhovisi, njll. Imali ihlala idingka ngaso sonke isikhathi ukukhokhela lezi zindleko. Kwavunyelwana ngokuthi ama-10% esabelomali yisamba esanele ezokwabelwa izindleko zokuphatha ze-NPO. Lokhu kuzolekelela i-NPO ukuthi ngokuhamba kwesikhathi ikwazi ukwenza ngcono amandla nekhono layo lokuhlinzeka ngemisebenzi yohlelo.

Emva kokuba u-Dorcas, u-Peter kanye noSipho sebegculisekile ngokuthi isabelomali esikhishiwe sizokwazi ukulekelela ekufezelekeni kwezinjongo zohlelo, futhi sekuvunyelenwe ukuthi isabelomali siyahambelana nemali ebekwe eceleni, saphothulwa isabelomali futhi ikhophi yalesi sabelomali yaba yingxene yenkontileka yesivumelwano. Lo mhlangano waba wusizo ngoba INyuesi yase-Stellenbosch yahlinzeka ngesigcawu kulabo abamele ama-NPO sokuba bavumelane ngesabelomali futhi bayiqonde kangcono imiphumela yomsebenzi kanye neyezimali ngokuhamba kwesikhathi.



6. Yiziphi izinhlaka zokubika ezisungulelwe ukuqapha inqubekelaphambili yama-NPO?

Ukuqapha yinqubo eghubekayo okuhloswe ngayo ukhlolela inqubekelaphambili. Le nqubo ihlonza ukuthi zabiwa kanjani, zisetshenziswa kanjani futhi ziphathe ka kanjani izimali nezinsiza (62). Lesi sigaba sizohlinzeka ngomhlahlandela mayelana nezinhlaka zokubika ezingasungulwa ngenhlosu yokuqapha inqubekelaphambili yama-NPO ngokohlelo lokusebenza kanye nesabelomali. Lezi zinhlaka zokubika zingafakwa zibe yingxene yenkontileka yesivumelwano futhi zihlinzeka ngemininingwane mayelana nohlobo lombiko okumele ukhishwe yi-NPO nokuthi umbiko kumele ukhishwe nini futhi kangaki.

Ungasebeniza umbiko olandisayo okhishwa njalo ngekota yonyaka ukhlolela inqubekelaphambili ye-NPO ngokuyiqhathanisa nohlelo lokusebenza kanye nombiko wezimali wekota yonyaka ohlaiziya izindleko ze-NPO uma ziqhathanisa nesabelomali. Futhi kungaba kuhle ukuba kubanjwe imihlangano njalo ngekota yonyaka lapho bonke abathintekayo bebonana khona ubuso nobuso.

Umbiko wekota olandisayo uhlose ukhlinzeka ngemininingwane ebhalwe phansi yezinto eziphathele nokuqhutshwa nokulawulwa komsebenzi ngaphansi kohlelo lokuvimbela i-HIV oluqhutshwa ngaphakathi emphakathini. Lo mbiko kumele kube wumbiko oqukethe okungenani lokhu okulandelayo:

- Izinto eziphathele nohlelo eziphezekisiwe ngekota yonyaka uma ziqhathanisa nezinto ebezihlosiwe njengoba zibekwe ngokucacile ohlelweni lokusebenza.
- Izizathu zanoma yiziphi izinto ebezihlosiwe ezingafezekiswanga. Lokhu kumele kunikeze incazeloo mayelana nezinselele okuhlangatshezwane nazo kanye nemizamo eyenziwe ukuxazulula lezo zinselele. Isibonelo senye yezinto esizibonile yi-NPO ebisibambisene nayo eyahlinzeka izinsizakalo zokuhlolela i-HIV ezingumahambanendlwana ngokusebeniza amatende futhi eyabe izibekile umgomu wokuhlolela i-HIV abantu abayi-100 ngeviki. Ngesikhathi sonyaka lapho kuna khona izimvula, bekunzima kakhulu ukugxumeka amatende emvulen, lapho kuzohlolewa khona abantu. Ngenxa yalokhu, i-NPO yahluleka ukufinelela emgomweni wayo wenani eyabe ilibekile labantu abazohlolewa i-HIV. Abaphathi be-NPO bazama ukuthola enye indawo lapho abantu bezohlolewa ngaphakathi endlini, base bethola imvume esikhungweni senxanxathela yezitolo yokugxumeka amatende abo ngaphakathi emagcekeni esikhungo sezitolo, lapho bahlinzeka khona ngezinsizakalo zokuhlolela i-HIV. Imininingwane ebhalwe phansi yalesi sigameko yahlinzeka embikweni olandisayo, njengendlela eyaba impumelelo yokuxazulula inselele ababebhekene nayo.

- Imininingwane yezinto ezengeziwe ezenziwe ibonisa isithombe sokunye okwenziwa ezizindenzi zokusebenza ngekota yonyaka, ngaphezu kwezinsizakalo ezabe zihlinzeka lapho. Isibonelo, uphiko lukahulumeni lwezempiro lwaxhumana nenyi yama-NPO, eyabe ihlinzeka ngezinsizakalo zokuhlolela i-HIV esizindenzi esizimele sodwana, yanusa le NPO ukuba inikeze lolu phiko imvume yokusebeniza elinye lamagumbi kulesi sizinda esizimele sodwana ukhlinzeka ngezinsizakalo ze-ART ezigulini zalolu phiko njalo ngolwesibili. Lesi sizinda esizimele sodwana sakhiwe endaweni okufineleka kalula kuyona futhi singaphesheya kwesizinda esikhulu sezinto zokuthutha. Iziguli bezifika lapho kalula zizolanda imishanguzo yazo ye-HIV ngaphandle kwezinkinga futhi ngaphandle kokulinda emggeni isikhathi eside esikhungweni sezempiro. I-NPO yaluniyeza uphiko lukahulumeni imvume. Lokhu kwabhalwa phansi embikweni olandisayo njengesinye sezigameko ezisemqoka kakhulu ngoba kubonisa ukusebenzisana okuhle phakathi kophiko lwezempiro lukahulumeni kanye ne-NPO.

- Nanoma yiluphi olunye ulwazi olwengeziwe. Isibonelo, cabanga ngodaba oluphathelene nesisebenzi nomqashi lapho enye yama-NPO yabika mayelana nesinye sezisebenzi zayo zezempiro okwaphela isikhathi eside singezi emsebenzini, ngoba sasishonelwe ngudadewabo. Kwadingeka ukuba ahambe aye kwesinye isifundazwe eyongcwaba udadewabo, futhi abuye nomshana wakhe azohlala naye, aqalise nenqubo yokuyithatha ngokusemthethweni ingane kadadewabo ayikhulise. Ngaleso sikhathi, i-NPO yaqasha isisebenzi esizobamba isikhashana esikhundleni salesi esabe singekho emsebenzini. I-NPO yabhalo phansi embikweni olandisayo imininingwane yalesi sigameko ngoba saba nomthelela ezinsizakalweni zokuvinjelwa kwe-HIV.

Isibonelo sethempulethi yombiko olandisayo siyatholakala kwiSithasiselo 7.

Umbiko wezimali wekota yonyaka ubalulekile ekuqapheni izindleko zohlelo Iwe-NPO uma ziqhathanisa nesabelomali. Lo mbiko uchaza ukubuyekezwa kwezindleko zekota yonyaka zomkhakha ngamunye ukuze kuqinisekiswe ukuthi izindleko ze-NPO zivumeleleka futhi ziyahambelana nesabelomali. Isibonelo, kungenzeka isabelomali sifake phakathi nezindleko zocingo. Kuyinto eyamukelekile ukufakwa

Icebo Ukuxhaswa kwe-NPO ngezimali

Hlinzeka i-NPO ngezimali njalo ngaphambi kokuqala kwekota entsha yonyaka. Lokhu kuyaqinisekisa ukuthi i-NPO inayo imali eyanele ngaphambi kokuqala isabelomali futhi ukhlolela lokuhlinzeka kwezinsizakalo.

Ucwanningo lwasigameko: Ukubuyekeza ukusetshenziswa kwezimali ngekota yonyaka, isibonelo sokupathwa kahle kwezimali

I Nyuvesi yase-Stellenbosch yayingenkontileka yesivumelwano ne-NPO yokuhlinzeka kwezinsizakalo zokuhloela i-HIV ezingumahambanendlwana. Isabomali sonyaka esanikezwu i-NPO ngu-\$ 100 000. Imininingwane yesabelomali ephelele yahlinzekwa kwinkontileka yesivumelwano. Ekuqaleni kvesivumelwano, inyuvu yakhkhela i-NPO imali engu-\$ 25 000 eqondene nezindleko okwakungenzeka i-NPO ingene kuzona ngekota yokuqala. Ekupheleni kwekota yokuqala, i-NPO yathomela umbiko wayo wezimali wekota kumphathi wohlelo uBulelwa, enyuvesi. UBulelwa wawuhlolisa umbiko. Waqala ngokubheka zonke izindleko ezifanelekile futhi ezidingekayo, futhi ezihambelana nesabelomali esihlinzekwe kwinkontileka yesivumelwano. Wakuphawula ukuthi i-NPO yathenga amatende eyayizohlinzekela kuwona izinsizakalo zokuhloela i-HIV. Ukuthengwa kwamatende kwakufakiwe kwisabelomali. Wakuphawula futhi ukuthi i-NPO yayiwatholile amakhwotheshini amathathu okuhlinzeka kwamatende futhi yamukela ikhwotheshini eyayibiza imali encane kunawo wonke, okuyiyona kuphela eyeyihambelana nemali eshiwo kwisabelomali. Okulandelayo, wahlolwa ukuthi zonke izindleko zinabo yini ubufakazi benkokhelo. Wathola ukuthi kwabe kunesilphu somholo esishodayo. Kwakunabasebenzi bezempilo abathathu ababeqashwe yi-NPO ukuhlinzeka izinsizakalo zokuhloela i-HIV, kepha embikweni wezimali kwakufakwe iziliphu zomholo ezimbili kuphela. Waxhumana ne-NPO, eyabe seyithumela iziliphu zomholo ezazingathunyelwanga, ezazishiywe ngaphandle ngephutha. Okwesithathu, wahlola ukuthi kuleyo kota malini eyasetshenziswa yi-NPO kwisamba semali sokuqala soxhaso-mali eyaluthola oluvela enyuvesi. I-NPO yasebeniza isamba semali engu-\$ 22 500 ngekota yokuqala (okusho ukuthi isamba semali engu-\$ 2 500 ayisetshenzwanga). UBulelwa washaya izibalo zakhe wathola ukuthi i-NPO kumele ithole imali engu-\$ 22 500 ngekota yesibili (okuyimali engu-\$25 000 okudonswe kuyona imali engu-\$ 2 500 eyasala ngekota yokuqala, okusho ukuthi i-NPO kumele ithole u-\$ 22 500). Emva kokuba uBulelwa esewubuyekezile futhi wawuhlanganisa kahle umbiko wezimali we-NPO, wanxusa i-NPO ukuba ithumele i-invoyisi enyuvesi, yesamba semali engu-\$ 22 500 yekota yesibili.

Le nqubo iyisibonelo sokupathwa kwezimali okuhle ngoba:

- ukubuyekeza izimali njalo ngekota kwenza kube lula ukuphatha nokulawula izimali kanye nokuqinisekisa ukuthi izinkinga ziyahlonza bese zilungiswa ngokusheshu;
- izimali ezikhokhelwa i-NPO njalo ngekota zincike ezindlekwani zekota eyandulalelayo (ikota edlule), ngakho-ke kulula ukulawula uxhaso-mali kanye nezindleko; futhi,
- i-NPO yazithola izimali ngaphambi kokuqalisa umsebenzi wokuhlinzeka ngezinsizakalo, okusho ukuthi izinsizakalo aziphazamisekanga ngenxa yokushoda kwezimali.

kwezindleko zocingo ezixhumene ngqo nohlelo lokuvimbela i-HIV oluxhaswe ngezimali, isibonelo, izindleko eziphatelene nokushayela isiguli esihaqwe yi-HIV, ngenhlosa yokulandelela ekwelashweni kwaso. Kepha-ke akulungile ukuba i-NPO ifake izindleko zocingo eziphatelene nolunye uhlelo olwehlukile oluyingxene yezinhelelo zayo (isibonelo, uhlelo lokufundisa izingane zasenkulisa ukufunda nokubhala).

Umbiko wezimali kumele uqukathe lokhu:

- Imininingwane efingqive yezindleko zekota yonyaka eziqondene nomkhakha wezindleko ngamunye kanye nesamba sezindleko esiphelele kuze kube manje. Bheka iSithasiselo 8.
- Izindleko ezihambelana nesabelomali, ezifanelekile futhi ezabelwe umkhakha wezindleko ofanelekile.
- Izincwadi ezesekayo/eziwubufakazi. Isibonelo, iziliphu zomholo, ubufakazi benkokhelo, amarisidi kanye neziliphu zemadlana engukheshe egcina engmsebenzi owenziwa yi-NPO. ehovisi yokukhokheka izindleko ezincane,

kumele lokhu kufakwe ukusekela zonke izindleko ezikhokheliwe.

Imihlangano ebanjwa njalo ngekota yonyaka lapho abantu bebonana khona ubuso nobuso ihlinzeka ngethuba lokuxoxisana ngenqubekelaphambili eseyenziwe, esigcawini esivumela ukuba kubanjwe ingxoxo ngokukhuleka. Le mihlangano iwuqizo ngoba:

- Lapha kukhishwa futhi kusatthalaliswe imiphumela yekota yohlelo, kuvezwe namagebe akhona futhi kuhlonzwe nezixazululo.
- Amaminithi omhlangano kanye namarejista alabo abethamele imihlangano ayagcinwa ukuze adalulwe ngesikhathi socwaningo-mabhuku.
- Iwumela labo ababambisene ezinhlweleni ukuba babelane ngalokho abakubonile nabakufundile, baxoxisane ngalokhu umlomo nomlomo futhi ihlinzeka ngethuba lokubonga nokubonisa injabulo kanye neziliphu zemadlana engukheshe egcina engmsebenzi owenziwa yi-NPO.



Ibalulekile imihlangano lapho labo ababambisene ohlelweni bebonana khona ubuso nobuso ukuze baxoxisane ngezimpumelelo zohlelo kanye nezinselele.



Ubambisano olukhethekile lusemqoka ukuze kuge nokusimama kwezinhlelo.

7. Luxhumana kanjani ubambisano nokusimama kwezinhlelo?

Ukusimama ezimweni zethu kusho isimo lapho i-NPO ikwazi khona ukuhlinzeka ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini emva kokuba sekuphile ukuxhaswa ngezimali kokuqala noma uma selufinyelele esipheleli ubambisano (65). UKusimama kwezinhlelo kusemqoka ngoba kunciphisa ukuthembela osizweni oluvela emazweni angaphandle, futhi ngaphezu kwalokhu, kubaluleke kakhulu ngoba kwenza ukuba ziqhubeke izinsizakalo eziqhutshelwa umphakathi wendawo.

Ayikho indlelo okuyiyona yodwa ecacile yokuqinisekisa ukuthi uhlelo lwakho luzosimama. Ziningi izinto ezinegalelo ekwenzeni uhlelo oluqhutshelwa ngaphakathi emphakathini lusimame. Iphuzu eliolidwa elisemqoka okumele likhumbuleke wukuthi ukusimama

kohlelo ngeke neze kwenzeke uma sekusele isikhathi esincane ngaphambi kokuba lufinyelele esipheleli. Kungakuhle ukuba kwakhwiwe uhlelo lokusimama futhi lokhu kumele kwensiwe ngasekuqaleni kohlelo bese kuyasayinwa. UKusimama kohlelo yinto okumele ifakelwe izibuko kusukela luqala uhlelo, kuqhubeke njalo luze lufinyelele esipheleli.

Ngenkathi ucubungula indaba yokusimama, kumele futhi ucubungule nalezi zindlela zokusebenza ezipuma phambili eziandelayo ongafikaza zibe yingxene yohlelo lwakho.

Vakashela lawa mawebhusayithi alandelayo ukuze ufunde ngezinye izinto ezisemqoka okumele uzibhekisise mayelana nodaba lokusimama kohlelo:

https://cals.arizona.edu/sfcs/cyfernet/evaluation/Sustaining_2007_cyfar_pp.pdf

Izindlela zokusebenza eziphuma phambili ezingasetshenziswa ukuqinisekisa ukusimama kwe-NPO kanye nohlelo lokuvnjelwa kwe-HIV



- Ikhone elihle lobuholi.** Ama-NPO akwaziyo ukubonisa ukuthi anobuholi obuqinile kanye nekhono elihle lokuphatha nokulawula inhlanguano asethubeni elingcono lokuthola uxhaso-mali oluthe xaxa ngenxa yamandla nobukhulu besipiliyoni sawo namakhono. Isibonelo, i-NPO enomphathi wezimali, imenenja-jikelele kanye nomphathi wophiko lokuqashwa nokunakekelwa kwabasebenzi inamandla angcono kakhulu okusebenza uma iqhathaniswa ne-NPO enomuntu oyedwa ozama ukubamba zonke lezi zikhundla ezintathu.
- Abasebenzi abacijwe kahle,** abaluqonda ngokuphelele uhlelo kanye nomphakathi abasebenza kuwona, futhi abanekhono lomsebenzi abawenzayo, bazoba sesimweni esingcono kakhulu sokubhala izicelo zoxhaso-mali ukuze bathole uxhaso-mali oluthe xaxa futhi ngalokho baqinisekise ukusimama kwe-NPO. Ukuthuthukisa amakhono nolwazi lwabasebenzi kusemqoka kakhulu ukuze bakwazi ukwenza umsebenzi abawuniikeziwe, baxazulule izinsele, futhi futhi bafezekise izinjongo ngendlela esimeme (65). Ukuhlonyiswa kwabasebenzi ngamakhono kuzoholela ekutheni kube nabantu abanamakhono aphezulu futhi abaqequesheke kahle, abanolwazi olujulile kwezempiro nakwezokunakekelwa kwempilo nenhlakahle yabantu kanye nokuvnjelwa kwe-HIV. Isibonelo, umlawuli wohlelo Iwe-NPO kungenzeka ukuba ekuqaleni angabi nalo ulwazi mayelana nemisebenzi ethile yokuqinisekisa kwekhwalithi (QA) eqondene nezinsizakalo zokuhlolole i-HIV ngokushesha. Ukuqeleshwa okwenziwa ngasekuqaleni kanye nokuhlinzekwa ngowlazi nezeluleko ngokuhubekayo kuzokwenza ngcono ulwazi kanye namakhono alo muntu, futhi kanjalo kwakhe futhi kuhulise amandla namakhono okuqhube umsebezi ngendlela eseizingeni eliphezulu ngaphakathi kwi-NPO.
- Ulwazi olujulile lokuqonda umphakathi.** Izinhlelo ezibhekelela izidingo zomphakathi kungenzeka zisimame kakhulu ngoba kungenzeka babe baningi abantu abazozibandakanya nalezi zinhlelo. Ukuze uhlelo lukwazi ukubhekelela izidingo eziqondene ngqo nomphakathi, kudingeka ukuba abaphathi bezinhlelo babe nolwazi olujulile ngomphakathi futhi bawuqondise kahle, baqonde nezindingo zawo kanye nezinsiza ezikhona. Lokhu kungenzeka kuhela uma cube nokuxhumana okuhle nababambiqhaza ngaphambi kokuqaliswa kohlelo (bheka iSahluko 2: Ukuhumana Nababambiqhaza).
- Imiphumela yohlelo eboniswe ngokucacile kanye nokuhlinzekwa kwezinsizakalo ezisezingeni eliphezulu.** Uma umphakathi ubona sengathi wona ulokhu uhlizakwe njalo nezinsizakalo ezisezingeni eliphezulu, ezikwaziyo ukuhlangabezana nezindingo zawo, maningi amathuba okuthi abantu bazoqisenzisa lezo zinsizakalo, futhi ngalokho bakhuphule isidindo sokulangazelela nokufuneka kwezinsizakalo. Uma kunesidingo sezinsizakalo futhi uma lokhu kuhambisana nesibalo esiphakeme sabantu abasebenzia lezi zinsizakalo, lokho kuyosiqinisa kakhulu isidindo sokuba kuqhutshewa nokuhlinzekwa kwezinsizakalo.
- Ubambiswano olukhethekile lusemqoka ekuqinisekiseni ukusimama.** Izinhlelo zama-NPO kungenzeka zisimame uma ama-NPO esebezisana nababambiqhaza basemqoka emphakathini, njengophiko lukahulumeni lwezempiro. Busemqoka ubudlelwano obuqhubekayo bokusebenzisana nababambiqhaza abanjengophiko lwezempiro lukahulumeni futhi lokhu kuyalekelela ekuqiniseni ukusimama, ngokuhlinzekwa ama-NPO asebenza emiphakathini nezinsizakusebenza zansukuzonke ezizokwenza ukuba akwazi ukuhlinzekwa nezempilo.

I-Sizakuyenza, okuyi-NPO yese-Philippi, eKapa, iyisibonelo esihle sokuthi ubambiswano olunohlonze lukulekelela kanjani ukusimama kwenhlangano.



Ucwaningo Iwesigameko olungezansi lucubungula ukuthi ubambiswano oluqinile phakathi kwasikhungo sezemfundo kanye ne-NPO lungalekelela kanjani ekuqinisekiseni ukusimama.

Ucwaningo Iwesigameko: Ukudlulisa kwamakhono nolwazi ngaphansi kobambiswano olungaholela ekusimameni kwezinholelo



I-Sizakuyenza yi-NPO erejistiwe, eyasungulwa ngowezi-2005, ehlizaka ngezinsizakalo e-Philippi. I-Philippi wumphakathi ozinze emaphethelweni edolobha laseKapa. Izinga lokuntuleka kwamathuba omsebenzi liphakeme lakhulu kule ndawo njengoba lime kuma-43.1%, futhi kunezinga eliphakeme lobugebengu kanye nabantu abanigi kakhulu abahaqwe yi-HIV (60).

Kusukela ekusungulweni kwayo, i-Sizakuyenza ibilokhu isebezenza ukubhekana ngokuphelele nezidingo zomphakathi ngokuhuthaza nokuxhasa ngezimali imiklamo esungulwe kule ndawo ngenhlosi yokulwisan nezinkinga ezintathu ezikhahlameza umphakathi wase-Philippi; udlame olubhekiswe kwabesifazane, ukuxhashazwa kwezingane kanye ne-HIV ne-AIDS. Inhlosi-mbono ye-Sizakuyenza wukwakha indawo lapho kuzoba khona ukukhula, intuthuko, ukunakekelwa nokubhekelela kwabantwana kanye nabanakekeli babo – ngokunjalo futhi nokubhekelela komphakathi wonkana okhahlanyezwe yi-HIV ne-AIDS.

Ngowezi-2008, i-Sizakuyenza yafaka isicelo esaba yimpumelelo (ngokulandela inqubo yokufakwa kwamathenda) sokubambisana neNyuesi yase-Stellenbosch ukuhlinzekwa izinsizakalo zokweluleka nokuhlolelo i-HIV eziqhutshewa ngaphakathi emphakathini wase-Philippi. Lolu hlelo lokuhlolole i-HIV oluqhutshewa ngaphakathi emphakathini luyisibonelo sokusebenzisana okuhle phakathi kwenyuesi kanye ne-NPO enolwazi olunzulu ngezidingo zomphakathi wase-Philippi, ikahkulukazi mayelana nobhubhane Iwe-HIV ne-AIDS. Kwakunesidingo sezinsizakalo zokuhlolole i-HIV ezizoqhutshewa ngaphandle kwezikhungo zezempiro ukuze zifinyelele nakulabo bantu abangavamisile ukuvakashela ezikhungweni zezempiro.

I-Sizakuyenza yaqasha Abeluleki beze-HIV, umgugqquzelu womphakathi kanye nonogada/umshayeli ukuze ikwazi ukuhlinzekwa nezinsizakalo zokuhlolole i-HIV. INyuesi yase-Stellenbosch yaqasha abahlengikazi abibili, abathunyelwa ukuba bayolekelela i-Sizakuyenza. Laba basebenza njengethimba le-Sizakuyenza lokuhlolole i-HIV. Ithimba labaphathi be-Sizakuyenza belakhive yimenenja yemisebenzi eyenziwayo, umlawuli we-NPO kanye nomphakathi wezimali. Esikhathini esiyiminyaka eyisishiyagalolune, abasebenzi be-NPO bathola ukuqeleshwa okunzulu ukuze bakwazi ukwenza kahle umsebenzi wabo. Lokhu kubandakanya ukuqeleshwa okupathelene nayo yonke imikhakha yezinsizakalo zokuhlolole i-HIV, ukuhlela, ukugcina kahle amarekhodi, ukuhumusha imininingo yansukuzonke, ukuthengwa kwezinsiza ezisetshtenziswa ehhovisi nsukuzonke kanye nokuhutshewa komsebenzi wonkana wokualiswa nokuhlinzekwa kwezinsizakalo. Abasebenzi bathola futhi nokuhutshewa emsebenzi okuqhube kayo ukuze kujinisekiswe ukuthi umsebenzi wokuhlinzekwa kwezinsizakalo uhlala useqophelweni eliphezulu. Le nqubo yalekelela ekucijeni nasekuhloiseni abasebenzi be-NPO ngamakhono ukuze bawenze kahle umsebenzi wabo.

INyuesi yase-Stellenbosch yaxhumana futhi nabaphathi be-NPO (umqondisi, umphathi wezimali, imenjenya yemisebenzi eyenziwayo) mayelana nokuthuthukiswa kwezabelomali kanye nokupathwa kohlelo lokuhlolole i-HIV lonkana. Lokhu kwalekelela ekuthuthukisweni kwamakhono nolwazi kubaphathi be-NPO.

NgoNtulikazi 2016, okuyisikhathi esiyizinya ngaphambi kokuba lufinyelele esiphelweni uxhaso-mali Iwe-Sizakuyenza oluvela eNyuesi yase-Stellenbosch, kwabanjwa iNgqungquthela Yamazwe Omhlaba Yengculazi eThekwini, eNingizimu Afrika. Ubuholi obuphusile babaphathi be-NPO kanye nenkuthazo evela eNyuesi yase-Stellenbosch kwaholela ekutheni Abeluleki beze-HIV be-Sizakuyenza abibili bafake izicelo zomfundaze wokwethamela ingqungquthela. INyuesi yase-Stellenbosch yabahlinzekwa ngosizo lokufaka izicelo zomfundaze. Zaphumelela zombili izicelo zabo futhi i-NGO yabaholela uxhaso-mali lokukhkhela ithikithi lebhanozi kanye nendawo yokulala. Laba beluleki beze-HIV abibili bandiza ngebhanozi balibhekisa eThekwini (babegibela ibhanozi okokuqala ngqa futhi kwakuwuhambo lwabo lokuhlole ngqa oluya eThekwini) ukuyokwethamela ingqungquthela yabo yokuqala ngqa yezemfundo. Ulwazi namakhono abawazuze kule minyaka eyisishiyagalolune edule lwabasiza ukuba bakwazi okuxoxisana ngokuzethemba nezifundiswa, abacwaningi, izishoshovu zengculazi kanye nabanye abasebenzi bezempilo bomphakathi kule ngqungquthela. Bazibandakanya ngokushesha ezintweni ezabe zenziwa kule ngqungquthela. Kalandela esimemezelweni sokuxhaswa ngezimali, banquma ukufaka isicelo sesibonelelo-mali ukuze baqhubeke nokuhlinzekwa nezinsizakalo zokuhlolole i-HIV e-Philippi. Akekho kubona owayeke wabhalo isiphamkiso sesibonelelo-mali ngaphambilini, kepha babazi kahle ukuthi yini abafuna ukuyifezekisa, babezazi izidindo zomphakathi wabo, futhi, babenolwazi lokuthi yikuphi okumele bakwenza uma befuna ukuqlisa kanye nokuhlinzekwa nezinsizakalo zokuhlolole i-HIV eziqhutshewa ngaphakathi emphakathini. Lolu lwazi lwabe luwumphumelabawuthola ngqo ekuqeleshweni nasezintweni abazifundile nabadluke kuzona eminyakeni eyisishiyagalolune. Ngokubambisana nenyi inhlanguano, basebenza ubusuku bonke bebhala isiphamkiso sokucela uxhaso-mali olwengeziwe, futhi baluthola lolu xhaso-mali ngosuku lokugcina lwengqungquthela. Bakwazi ukuthola uxhaso-mali lonyaka wonke ukuze baqhubeke nokuhlinzekwa nezinsizakalo zokuhlolole i-HIV e-Philippi.

Lolu cwaningo Iwesigameko lugcizelela izinto eziningana ezilekelela ukusimamiswa kohlelo oluqhutshewa ngaphakathi emphakathini, kubandakanya nokuthi lubaluleke kangakanani ubambiswano.



UKWAKHA, UKUHLOMISA KANYE NOKUSEKELA ITHIMBA

Blia Yang, Jerry Molaolwa, Sue-Ann Meehan, Margaret van Niekerk, Ricardo Felix kanye no-Vikesh Naidoo

“

Ukulahla ithemba nokunikezela yinto engingasoze ngayenza. Izimpi eziningi zinqotshwa ngomzuzu wokugcina futhi abantu abanangi bayahluleka ukubekezela, baphonse ithawula, bashiye phansi. Uma unikezela kanye, lokho kuyinto enzima impela. Uma unikezela okwesibili, kuba lula kancane. Uma unikezela okwesithathu, lokho kusho ukuthi sekuqala ukuba yinjwayelo.

- Lewis Gordon Pugh (*Isishoshovu seNhlango Yezizwe esilwela ukuphathwa kahle kolwandle nemvelo, esangenwa wuthando lokubhukuda olwandle ngenkathi sifudukela eNingizimu Afrika sisengumfanyana oneminyaka yobudala eyi-10.*)

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ISAHLUKO 4 UKWAKHA, UKUHLOMISA KANYE NOKUSEKELA ITHIMBA

Sibaluleke ngani lesi sahluko?

Abantu abayingxene yethimba lakho yibona abayinjini eqhuba ukuhlinzekwa ngendlela efanelekile kwezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini. Impumelelo yalezi zinsizakalo incike ekuhlanganisweni kwethimba elakheke kahle, elibandakanya abantu abanamakhono, abaqeqeshwe kahle futhi abanogqozi nomdlandla omkhulu wokusebenzela umphakathi. Lesi sahluko sihlinzeka ngemibono engaba wusizo kanye

nomhlahlandela mayelana nokuqasha abantu abafanelekile, banikezwe ukuqeleshwa okwanele futhi okufanelekile ngaphambi kokuba baphume bayosebenza emphakathini kanye nokubasekela ngokuphelele ukuze bawenze kahle umsebenzi wabo. Mhlawumbi kuyiqiniso ngempela ukuthi ingxene esemqoka kakhulu yohlelo oluqhutshelwa ngaphakathi emphakathini ngabasebenzi bohlelo. Abasebenzi abathokozile, abanogqozi nokuzimisela bayingxene yezidingo zohlelo ezisemqoka kakhulu okungafanele neze zibukelwe phansi noma zithathwe kancane.

Yini ozoyifunda kulesi sahluko?

1. Ulakha kanjani ithimba elizohlinzeka izinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini?
 - 1.1. Ukuthatha isinqumo mayelana nohlaka lokwakheka kwethimba
 - 1.2. Ukuqasha abasebenzi
 - 1.3. Ukuhlolela izifo
2. Wuhlobo olunjani oludingekayo lokuqeleshwa okwandulela ukuqaliswa komsebenzi wokuhlinzekwa kwezinsizakalo?
 - 2.1. Izinto okumele zicutshungulwe ngaphambi kokuqalisa ukuqeleshwa
 - 2.2. Ukuqeleshwa okwandulela ukuqaliswa komsebenzi wokuhlinzekwa kwezinsizakalo: Okuhlobene ngqo nokuhlinzekwa kwezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini (CB HTS)
 - 2.3. Ukuqeleshwa okwandulela ukuqaliswa komsebenzi wokuhlinzekwa kwezinsizakalo: Okuhlobene nokudidiyelwa kwezinye izinsizakalo zezempiro kwi-CB HTS
 - 2.4. Ukuqeleshwa okwandulela ukuqaliswa komsebenzi wokuhlinzekwa kwezinsizakalo: Okungahlobene nokuhlinzekwa kwe-CB HTS
3. Ulligcina kanjani ithimba lisesimweni sokusebenza kahle ngokuhubekayo?
 - 3.1. Ukuqelesha ngenhoso yokuvuselela ulwazi
 - 3.2. Ukweseka abasebenzi ukuze bahlale bephilile ngokomzimba, ngokomqondo nangokwenhlahlo

1. Ulakha kanjani ithimba elizohlinzeka izinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini?

Indawo nesimo okuhlinzekelwa kusona izinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini kuhlukile impela futhi kuhluke kakhulu kunokusebenzela esikhungweni sezempilo somphakathi. Ukusebenzela emphakathini, okuyinto evamise ukwenzelwa ngaphandle endaweni evulekile, kusho ukuthi abasebenzi bezempilo kumele bazijwayeze ukusebenzela ezimweni eziguququkayo, njengesimo sezulu esiguququkayo, okungenzeka silethe ukushisa, amakhaza kanye nomoya; kungenzeka kube myama, kube nomsindo noma kugcwale isihlabathi, futhi kungenzeka basebenzeli ezindaweni ezingaphephile. Izimo zokusebenzela ngaphakathi emphakathini zingakwenza kube nzima ukulandela izinqubo ezibekiwe

zokuhlolela i-HIV kanye/noma ukulandela izindlela zokusebenza ezinesiqinisekiso sekhwalithi esidingekayo ukuqinisekisa ukuthi kuhlinzekwa ngezinsizakalo ezisezingeni eliphakeme.

Ngakho-ke kusemqoka kakhulu ukuba nanoma yimuphi umphathi wohlelo aqashe abantu abafanelekile abazoba yingxene yethimba lakhe. Kusemqoka ukuqasha abantu abanamakhono afanelekile kanye nolwazi olunzulu lomsebenzi futhi okungabantu asebeke bawenza lo msebenzi esikhathini esedlule; kodwa-ke kubalulekile ukuqasha labo abazokwazi ukumelana nezimo zokusebenzela ngaphakathi emphakathini, futhi bawenze kahle umsebenzi wabo lapho. Kusemqoka ukuhlinzeka ngezinsizakalo ezihambelana ngqo nesimo nezidingo zomphakathi osebenzisa lezo zinsizakalo. Kubalulekile futhi ukuba nabaphathi nabasebenzi abanele ukuze kuqinisekiswe ukuthi ithimba liyakwazi ukuqhuba umsebenzi walo ngendlela efanelekile.



Ukusebenzela emphakathini, okuyinto evamise ukwenzelwa ngaphandle endaweni evulekile, kusho ukuthi abasebenzi bezempilo kumele bazijwayeze ukusebenzela ezimweni eziguququkayo, njengesimo sezulu esiguququkayo, okungenzeka silethe ukushisa, amakhaza kanye nomoya; kungenzeka kube myama, kube nomsindo noma kugcwale isihlabathi, futhi kungenzeka basebenzeli ezindaweni ezingaphephile.

1.1 Ukuthatha izinqumo mayelana nohlaka lokwakheka kwethimba

Izinhlobo zabasebenzi bethimba ongabaqasha:

- Abaphathi (abaphathi bezinhlelo, abaxhumanisi, izinduna).
- Abasebenzi bezempilo abazohlinzeka ngazo zonke izinsizakalo ezifanelekile (odokotela, abahlengikazi,

abeluleki beze-HIV).

- Abasebenzi abasekelayo (abasebenzi abenza umsebenzi wokuqapha nokuhlola, abaxhumanisi bomphakathi, abaqinisekisi behkwalithi, ochwepheshe basemalabholethri, abathengi bempahla nezinsizakalo, abaphathi nabala wuli barnahhovisi, omabhalane bemininingo, amalogistics officers, onogada, abashayeli).

Uhlelo lokuvinjelwa kwe-HIV olusebenza kahle

Izindlela eziphuma phambili zokuthatha isinqumo mayelana nesibalo sabasebenzi abadingekayo ohlelwani lokuhlinzeka ngezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini

Sabelana ngolwazi lwethu kanye nalokho esikubonile mayelana nokuhlinzekwa kwezinsizakalo zokuhlolela i-HIV ezingomahambanendlwana. Sabhekisa lokhu okulandelayo:

- 1) Bangaki abantu angabahlolwa yisisebenzi sezempilo esisodwa ngosuku?
Sabheka ukuthi bangaki ngosuku abantu abavamise ukusiza yisisebenzi sezempilo esisodwa, sibahlinzeke ngokwelulekwa kwengqondo bese sibahlolela i-HIV esikhungweni sezempilo esifundazweni saseNtshonalanga Koloni, eNingizimu Afrika. Impendulo: Ngabantu abayi-15 ngosuku. Ngokubheka ukuthi abasebenzi bezempilo bazokwazi ukusiza abantu abambalwa nje kuphela, ngoba uma bevakashela umuzi nomuzi beyohlinzeka ngezinsizakalo zokuhlolela i-HIV, kubathatha isikhathi ukusuka emzini owodwa beya komunye, ngokubona kwethu lokho kusho ukuthi isisebenzi sezempilo esivakashela abantu emakhaya siyobahlolela i-HIV singahlola okungenani abantu abayisikhombisa ngosuku.
- 2) Bangaki abantu esihlose ukubahlolwa i-HIV ngosuku? Injongo yethu wukuhlolwa abantu abangama-50 ngosuku.
- 3) Sidinga abasebenzi bezempilo abangaki?
Uma sibala kahle, sitole ukuthi kumele kuqashwe abasebenzi bezempilo abayisikhombisa abazovakashela umuzi nomuzi nsuku zonke beyohlolela abantu i-HIV.
- 4) Zingaki izimenenja esizidingayo?
Ezinhlelweni ezenziwe esikhathini esedlule bekusetshenziswa imenenja eyodwa, ephethe iqembu ngalinye labasebenzi bezempilo abayisikhombisa. Lesi sibalo sabasebenzi besinkeza imenenja isikhathi nethuba elanele lokuhlala kwezinye zezigcawu lapho abasebenzi bakhe bebonana khona namakhasimende ukuze ibahole noma ibavivinye ukuthi bawenza kanjani umsebenzi wabo.

kumele lube nabantu abanamakhono abazohlinzeka ngezinsizakalo, abaphathi abazolawula futhi bahole le nqubo, kanye nabasebenzi abazohlinzeka ngemisebenzi yokweseka abahlinziki bezinsizakalo. Uhlelo lwe-HIV ngalunye alufani nezinye, njengoba lunezinhloso ezingafani, luqondiswe kubantu abangafani kanye nezimo ezingafani, okusho ukuthi kudingeka imikhakha yabasebenzi abahlukahlukene kanye nenani labasebenzi elihlukile. Siphakamisa ukuba abaphathi bezinhlelo bahlonze yonke imisebenzi okumele yenzive ngaphakathi ohlelweni oluthile bese behlonza imikhakha abasebenzi abakwaziyo ukwenza leyo misebenzi.

1.2 Ukuqasha abasebenzi

Kungaba kuhle ukuba uwabhekise lawa maphuzu alandelayo ngezansi ngenkathi uqoka abantu abazokuba yingxene yethimba elihlinzeka ngezinsizakalo ze-HTS emphakathini.

• Khangisa ezindaweni ezifanelekile ukuze uthole abasebenzi abafanelekile

Khangisa ezindaweni zomphakathi lapho kunabantu abanangi khona futhi ukhangise nasemaphephabeni ngezilimi ezikhulunuya endaweni. Ngale ndlela uzokwazi ukuthola nokuqasha abantu abavela emphakathini abasiqonda kahle isimo somphakathi. Mhlawumbe ungakhuma nabantu abaqavile emphakathini futhi ucele nezeluleko kwiBhodi Yokweluleka Umphakathi

(CAB) mayelana nezindawo ezikahle kakhulu ongakhangisa kuzona, njengoba lokhu kuyinto ehlukile emphakathini ngamunye. Bheka iSahluko 2: Ukuhumana Nababambiqhaza, mayelana nolwazi oluphatelene nokuxhumana nabantu abaqavile emphakathini kanye nokucela izeluleko kuma-CAB. Kumele ukhumbule ukuthi kweminye imiphakathi abantu abaqavile kungenzeka babe nama-ajenda athile futhi ngalokho bakuthumelele abantu "abaqokwe yibona" ukuze ubaqashe.

• Hlanganisa izitayela zakudala zokwenza inhlolokhono kanye nezitayela ezigxile ekuvezeni amakhono omuntu nokuthi ngempela uyakwazi yini lowo mutu ukwenza kahle umsebenzi

Isitayela nesitayela sokwenza inhlolokhono sikhapha ulwazi olwehlukile kumuntu ohlolwayo ogaele umsebenzi. Izindlela zakudala zokwenza inhlolokhono zigxila kwimfundu, iziqi zemfundu kanye nolwazi nesipiliyon, futhi zikhapha izimpendulo eziphathelene nesimo solwazi lomuntu, imibono yakhe kanye nemizwa (66). Konke lokhu kusemqoka, kepha-ke, akulinikezi ngokwanele ikomidi eliqhuba inhlolokhono ulwazi olucacile mayelana nokuthi ubewenza kahle kangakanani umsebenzi wakhe kubaqashi bakhe baphambilini. Izinhlolokhone ezigxile ekuvezeni amakhono nokwenza kahle umsebenzi zona zihlukile. Ziqondiswe ekuvezeni ukuthi umuntu unalo yini ikhono elithile elidingekayo

UKUHLINZEKA NGEZINSIZAKALO ZOKUHLOLELA I-HIV



IZINSIZAKALO ZOKUHLOLELA I-HIV

UKUQEQUESHWA OKUPHATHELENE NOKUDIDIYELWA KWEZINYE
IZINSIZAKALO ZEZEMPILO EZINSIZAKALWENI ZOKUHLOLELA I-HIV



UKUHLOLELA ISIFO SOFUBA



UKUHLOLELA IZIFO EZITHATELWANA NGOKOCANSI



IZINSIZAKALO ZOCANSI NOKUTHOLA ABANTWANA
KANYE NOKUHLELA UMNDENI



UKUHLINZEKA KWAMAKHONDUM KANYE NOMBONISO
WOKUTHI ISETSHENZISWA KANJANI



UKUSOKWA KWABESILILA ESIKHUNGWENI SEZEMPILO
NGOKUZHANDELA KWABO



UKUQEQUESHWA OKUNGAQONDENE NGQO NOKUHLINZEKA
KWEZINSIZAKALO ZOKUHLOLELA I-HIV



UKULAWULWA KOKUBHEBTHEKA NOKUTHELELEKA
NGESIFO SOFUBA



UKUPHEPHA



UKUQOQWA KWEMINININGO

kuleso sikhundla somsebenzi, ngokumbuza imibuzo ethile egxile ekubonakaliseni ikhono lakhe. Lolu hlolo lwenholokhono lukhombisa indlela umuntu abhekane ngayo nesimo esithile esikhathini esedlule, okuyinto engaba yisibikezelo ongasethemba sokuthi yiziphi izinyathelo angazithatha uma kwenzeka ehlangabezana nesimo esifanayo esikhathini esizayo. (66). Isibonelo, uma ikomidi le nhlolokhono lifuna umphathi womklamo onamakhono okuhaziya isimo, mhlawumbe lingabuza umbuzo wokuhloka ikhono lomuntu, njengokuthi "Emsebenzini obuwenza esikhathini esedlule, yimininingo enjani oke wayihlaziya ukulandela umkhondo wokuxhunyanisa kosizo lokuhlolela i-HIV nokwelashwa, futhi walisebenza kanjani ikhono lakho lokuhaziya ukwenza ngcono usizo lokuhlolela i-HIV kanye nokwelashwa kulolu luhlelo?"

"Ukusetshenizia kwemibuzo yenhlokhono egxile ekuvezeni amakhono kanye nokuthi umuntu uwenza kahle kangakanani umsebenzi, esikhathini esinungi kwabonisa izimpawu zoubunjalo babantu abebegaqe umsebenzi, okuyinto esemqoka futhi esikhathini esinungi okungelula ukuyifezekisa." *Sterna Brand (IMenerja Yophiko Lokuqashwa Nokunakekelwa Kwabasebenzi)*

- Faka nokuhlolwa kwamakhono okwenza into ebonakalayo njengengxenyen yenqubo yenhlokhono**

Abanye abantu abagaqe umsebenzi banekhono elihle kakhulu lokuphendula imibuzo kwinhlokhono, kepha kwsinye isikhathini kungenzeka bangabi nawo lawo makhono abawasho ngomlomo. Uma uasha umuntu ozongena esikhundleni esidunga umuntu onekhono eliphathetkayo lokwenza umsebenzi, kungaba wumqondo omuhle ukuba ulihlole noma ulivivinye lelo khono njengengxenyen yenqubo yenhlokhono. Isibonelo, uma ufuna ukuqasha unobhala wemininingo, mnikeze isivivinyo lapho kumele asebenze ngeminingo ethile, okuwumsebenzi okumele awuphouthole ngesikhathini esibekiwe. Emva kwalokho ungabala ukuthi mingaki imingenelo yemininingo ayiphothulile bese ubheka ukuthi mangaki amaphutha kuleyo mingenelo. Lenlela izolekelela ikomidi lenholokhono ukuba lihlole ukuthi ungakanani umsebenzi ongenamaphutha okhiquizwe ngumuntu ogaqeles isikhundla kanye nesivinini sakhe ekufakeni imingenelo yowlawi emabhukwini.

- Umuntu ogaqeles isikhundla kumele akunikeze amagama abantu asebenze nabo kumqashi wakhe waphambilini abangamfakazela ukuthi ngempela ubewenza kahle umsebenzi wakhe (amareferensi)**

Sikucebisa ukuba okungenani ucele amagama amareferensi amabili, avela ezinhlanganweni ezimbili ezihlukene, okumele kuxhunyanwe nawo ukute ahlinzeke ngolwazi oluphathelele nomuntu ogaqeles isikhundla, bese luqathaniswa lolo lwazi. Kungenzeka oyedwa kulaba baphathi baphambilini

akutshele ukuthi umuntu ogaqeles umsebenzi ubefika ngesikhathi emsebenzini, kanti futhi lona omunye akutshele ukuthi umuntu ogaqeles umsebenzi ubengathembekile neze. Amareferensi anikeza ubufakazi obucishe bufane akunikeza isibonakaliso esihle mayelana nendela umuntu ofuna umsebenzi abeziphethi ngayo kubaqashi bakhe baphambilini. Kungakuhle uthole amareferensi abhalwe phansi azogcinwa kwifayela, ukute assetshenziswe nasesikhathini esizayo uma edingeka.

1.3 Ukuhlolela izifo

Abasebenzi bezempilo, abahlinzeka izinsizakalo ze-HTS basengcupheni yokungenwa yisifo sesibindi i-Hepatitis B kanye nesifo sofuba. Izinga lokubikwa kwasifo sofuba kubasebenzi bezempilo lingapezulu kunelabantu abadala emphakathini abanesifo sofuba (67). Njengoba kubalulekile ukuba abaqashi basazi isimo sempilo sabasebenzi babo, kuyadingeka ukuba kwensiwe ukuhlowa kwezempiro kokuqala, okuyisisekelo kwisisebenzi ngasinye esisha esiqashiw. Impumela yokuhlowa kwezempiro kwsikhathini esizayo (okwenziwa ngezikathini ezithile ezibekiwe) kungaqhathaniswa nokuhlowa okuyisisekelo okwenziwe ngenkathini isisebenzi sisqala emsebenzi (68).

Ungasebenza lezi zindlela zokuhlolela okuyisisekelo:



ISIGXIVIZOKUHOLA SOFUBA
(I-MANTOUX TUBERCULIN
SKIN TEST) (TST)



I-EKSIREYI YESIFUBA (CXR)



UKUGOMELA IGCIWANE
LE-HEPATITIS B (HBV)



UKUHLOLELA I-HIV
NGOKUZHANDELA

Isigxivizokuhola sofuba (Mantoux tuberculin skin test) (TST): Lokhu kuniyeza inkomba yokuthi isisebenzi sitheleleke nge-Mycobacterium tuberculosis noma cha. Uphumela we-TST okhombisa ukutheleleka, awusho empeleni ukuthi isisebenzi sinesifo sofuba esithathelwanayo kepha kusho ukuthi sine-Mycobacterium tuberculosis (isifo sofuba esingathathelwanaya). Ukwelapha okuvimbalo okubizwa nge-Isoniazid preventive therapy (IPT) kuyanconya kakhulu kulabo abaphila ne-HIV futhi abanegciwane lesifo sofuba elingathathelwanaya (latent TB) elihlonzwe wumphumela we-TST okhombisa ukutheleleka (69). Umphumela we-TST ongakhombisi ukutheleleka usho ukuthi umuntu akanaso isifo sofuba noma mhlawumbe

asikabonakali ngoba usanda kutheleleka.

- I-eksireyi yesifuba (CXR):** Leli yithulizi lokuhlolela isifo sofuba esihlasela amaphaphu (pulmonary TB) (70). Kumele noma yisipi isisebenzi esinesifo sofuba esihlasela amaphaphu siqalise ukwelashwa ngokushesha ukute singatheleli ozakwabo noma amakhasimende ngesifo sofuba.
- Ukugomela igciwane le-Hepatitis B (HBV):** Kunconya ukuba abasebenzi bezempilo abasha bagonyelwe i-HBV (71). Abasebenzi bezempilo basengcupheni yokutheleka nge-HBV (igciwane lesifo sesibindi), njengoba lithathelwana ngegazi, okuyinto abasebenza ngayo kakhulu bona (72).
- Ukuhlolela i-HIV ngokuzithandela:** Bonke abasebenzi bezempilo kumele basazi isimo sabo se-HIV. Umqashi kumele ahlinzeke gethuba lokuba abasebenzi bahlolelwe i-HIV, kepha asikhoo isidindo sokuba yena umqashi asazi isimo se-HIV sabasebenzi bakhe. Abasebenzi bezempilo abaphila ne-HIV kumele basazi isimo sabo se-HIV, njengoba bona besengcupheni enkuluma besebenza ngeziguli ezinesifo sofuba, ukwenza nje isibonelo.

Kungaba kuhle ukuthi kwensiwe okunye kwalokhu kuhlolela ngezikathini ezithile ezibekiwe:

- Ukuhlolela isifo sofuba kabili ngonyaka:** Kusemoka ukuba bonke abaqashi bahlole bonke abasebenzi ukuthi abanazo yini izimpawu kanye nezinkomba zesifo sofuba, ikakhlukazi abasebenzi bezempilo (73). Izinga lesifo sofuba liphakeme kakhulu kubasebenzi bezempilo uma beqathaniswa nesibalo sabantu abadala emhlabeni (74). Kunconya ukuba abasebenzi bezempilo bahlole ngezikathini ezithile behlolelwe isifo sofuba. Kunconya ukuthi lokhu kwensiwe kabili ngonyaka. Bheka iSithasiselo 9 ukute uthole isibonelo sethulizi lokuhlolela isifo sofuba. Uma isisebenzi sinikeza impendulo ethi yebo kunoma imuphi umbuzo obuzwe lapho, kumele umqashi asithumele ukuba siyohlolela isifo sofuba.
- Ukuhlolela i-HIV njalo ngonyaka:** Uma abasebenzi bezempilo besebenzela ezindaweni lapho kudlange khona i-HIV kakhulu, kunconya ukuba abaqashi bahlinzeke labo basebenzi gethuba lokuhlolela i-HIV njalo ngonyaka, ukute basazi isimo sabo se-HIV futhi bathole usizo lokunakekelwa nokwelashelwa i-HIV uma beludinga.
- Ukugomela umkhuhlane:** Kunconya ukuba abasebenzi bezempilo bagomele umkhuhlane njalo ngonyaka (71), njengoba besengcupheni kakhulu yokutheleka ngomkhuhlane uma beqathaniswa nabanye abantu emphakathini (75).

2. Wuhlobo olunjani oludingekayo lokuqequehwa okwandulela ukua liswa komsebenzi wokuhlinzekwa kwezinsizakalo?

Ngaphambi kokuba abasebenzi abasanda kuqashwa baphume bayohlinzeka ngezinsizakalo zokuhlolela i-HIV

eziqhutshelwa ngaphakathini emphakathini, kudingeka ukuba bahlolelwe ngolwazi namakhono afanelekile, okuyizinto eziyisisekelo sokuhlinzeka ngezinsizakalo ze-HIV ezisezengeni eliphezulu. Lesi sigaba sizogxila ekuhlinzekeni kokueqeshwa okunikeza abasebenzi bezempilo abazohlinzeka ngezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathini emphakathini. Lolu hlolo lokuqequehwa lusoh okuqequehwa okunikeza isisebenzi sezempilo ngaphambi kokuba siphume siye ngaphandle emphakathini siyohlinzeka nge-CB HTS.

Lesi sigaba asifaki phakathi zonke izinhlobo zokuqequehwa okungenzeka kudingke ku-CB HTS, futhi asetihli ulwazi lokuqequesha. Kepha injongo yaso wukuhlinzeka umfundsi ngemigomo ejwayelekile futhi sabelane naye ngezindlela zokusebenza eziphuma phambili mayelana nokuthi kumele kubekwane kanjani nomsebenzi wokuqequesha kanye namacebo angasetsheniza mayelana nezingxene eziphatheko zokuqequehwa okwenziwa ngaphambi kokuba abasebenzi baphume bayosebenza:

- Ukuqequehwa okuphathelele ngeqo nokuhlinzeka kwe-CB HTS.
- Ukuqequehwa okuphathelele nokudidiyelwa kwezinye izinsizakalo zezempiro ku-CB HTS.
- Ukuqequehwa ukungahlobene nokuhlinzeka kwe-CB HTS.

2.1. Izinto okumele zicutshungulwe ngaphambi kokuqalisa ukuqequesha

2.1.1 Ngumqequeshi onjani okumele ngimqashe?

- Umuntu okwazi ukukhuluma kahle izilimi zendawo: uma kusetschselwa emiphakathini ekhuluma izilimi ezingaphezu kolulodwa, kusemqoka ukuthi kube nabaqequeshi abakuwazi ukukhuluma zonke izilimi ezikhulunywa endaweni, ukuze abasebenzi bezempilo baluqonde kahle lonke ulwazi oluqukethwe ezifundweni zokuqequesha futhi okwaziyo ukulusebeniza kahle.
- Umuntu ozokwazi ukubona uma abasebenzi bezempilo sebenikezwe ulwazi oluningi ngokweqile, futhi abanike ithuba lokuhlabi ikhefu, bapholise amakhanda.
- Umuntu oluqonda ngokuphelele ulwazi oluqukethwe ezifundweni zokuqequesha futhi okwaziyo ukulusebeniza kahle.

2.1.2 Yiziphi ezinye vezindlela ezihlukahlukene okwenzeka ngazo ukufunda?

- Ukwethulwa kwezfundo esimweni esinjengesikathisha phambi kwekilasi (lectures)** kuwusizo ngoba lapha ulwazi olusemqoka ludluliselwa kubantu abaningi ngesikhathi esisodwa. Isibonelo, sebeniza le ndlela ukuqequesha iqembo elikhulu labasebenzi bezempilo mayelana nolwazi oluyisisekelo oluphathele ne-HIV: igciwane lesandulelangculazi, ukutholakala kwalo, isikhathi sokungazibonakali kwalo emzimbeni, njll.
- Izingxoxo zamaqembu** zingabalekelela abasebenzi bezempilo ukuba babelane ngowlazi nozakwabo endaweni engathusi futhi engafakelani ingebhe netwetwe njengehholo lokufundela. Amaqenjana amancane angenza ukuba abantu bakhululeke futhi lokho kuzovumela ukuba kuxoxwe nangezihloko ezbucayi imbala, isibonelo, ezocansi nokuthola abantwana (SRH) kanye nokusokwa kwabesilisa esikhungweni sezempilo ngokuzithandela kwabo (VMMC).
- Izinsiza-kufunda ezibonakala ngamehlo futhi zilalelwne ngezindlebe (audiovisual) (amafilimu kanye namavidiyo)** zivamise ukuba namandla nomthelela omkhulu, uma zisetshensizelwa ukufanekisa amaphuzu asemqoka noma ukuhlinzeka ngolwazi olubucayi. Abantu bamavise ukukuhumbula kalula lokho abakubone ngamehlo kusalokho abakuwile noma abakufundile. Le ndlela ingasetshenswa uma kuqequesha abasebenzi bezempilo mayelana nolwazi oluyisisekelo oluphathele nezifo ezithathelwana ngokocansi (ama-STI).
- Izincwaningo zezigameko** zingasetshenswa emagunjini noma emahholo okufundela lapho umqequeshi ezama khona ukubonisa nokufanekisa amaphuzu athile futhi ezama ukuba abasebenzi bezempilo abaqeqeshwayo bakuqonde kangono lokho abakufundiswayo. Ukusebeniza indatshana esuselwa esigamekweni esenzeke ngempela

kuyabasiza abasebenzi bezempilo ukuba bakubone ngamehlo engqondo lokho abakufundiswayo futhi bakuqonde kangono. Isibonelo, uma uqequesha abasebenzi bezempilo mayelana nokuthi bangabaxhumanisa kanjani ngenkuthalo abantu abaphila ne-HIV nezinsizakalo zokwelashwa, sebeniza izincwaningo zezigameko ukubonisa ukuthi kwensiwe kanjani lokhu esikhathini esedlule. Lokhu kungaqlisa ingxoxo mayelana nezinsele eziphathelene nokuxhumanisa abantu nosizo lokunakekelwa nokwelashela i-HIV nokuthi yiziphi izinyathelo ezingasetshenswa ukugwema lokhu.

- Ukufunda okuhleliwe** kusemqoka ukuze isisebenzi sezempilo sithole ulwazi olwengezive noma siqonde ngokujulile isihloko esithile. Isibonelo, kusemqoka ukuba kufakte lonke ulwazi oluphathele nesifo sofuba ngenkathi kuhutshwa uhlelo lokuqequesha olwensiwa ngaphambi kokuba abasebenzi baphume bayosebenza. Uma ikhona eminye imibhalo ekhona, abasebenzi bezempilo bangalisebeniza lelo thuba ukufunda leyo mibhalo engeziwe ukuze bakuqonde kangono futhi ngokujulile konke okuphathele nesifo sofuba. Kumele ngaso sonke isikhathi ubanikeze abasebenzi bezempilo ithuba lokubuza imibuzo mayelana nalokho abakufundile.
- Ukulandela nokubukela abasebenzi abanolwazi olunzulu lomsebenzi ngenkathi benza umsebenzi wabo** kunikeza abasebenzi bezempilo ithuba lokubuna nokufunda kubasebenzi bezempilo asebenesipiliyon kulo mkhakha wezempilo. Lokhu kuhlinzeka abasebenzi bezempilo abasha ngethuba lokuzibonela ngawabo amehlo ukuthi ulwazi abalufundile bangalusebeniza kanjani uma sebesebenza emphakathini.

- Ukuba ngaphansi kwesandla sesisebenzi esinesipiliyon esizokuqequesha (Coaching/mentoring)** kuyisigcawu esiphakathi kwabantu ababili esenzelwe ukwenza ngcono amakhono athile okungenzenka ukuthi angabi nawo umuntu othile. Lokhu kuvamise ukwenzeka emva kokuhlolwa komsebenzi wesibenzu sezempilo, futhi lapho kuhlonwe khona ukuthi kuhkona ulwazi noma ikhono elingenaso isisebenzi. Izingcawu zokuqequesha okunjengalokhu zenzelwe ukubhekana ngqo nalokhu. Isibonelo, kungenzenka isisebenzi sezempilo singabahloleli isifo sofuba abantu ngenxa yokuthi asinalo ulwazi oluphelele lokuthi lisetshenswa kanjani ithulizi lokuhlolela isifo sofuba. Ngenxa yalokho-ke kuzobe sekubanjwa isigcawu sokuqequesha ukube lesi sisebenzi siqequeshe kabusha mayelana nokuthi bahlolelwa kanjani abantu isifo sofuba kanye nokuthi lisetshenswa kanjani ithulizi lokuhlolela isifo sofuba. Bhaka iSahluko 9: Ukuqapha Nokuhlolola ukuze uthole amathuluzi okuhlolola angasetshenswa yizimenjenya ukuhlolola umsebenzi wabasebenzi bezempilo.
- Ukulingisa (Role-playing)** yindlela ephathekayo yokuba abasebenzi bezempilo abasha bahlole amakhono abo abasanda kuwafunda futhi kuhlinzeka ngethuba elihle kakhulu lokuba

abaqequeshi bahole ukuthi abasebenzi bezempilo bakwazi kahle kangakanani ukwenza lokho abakufundisiwe kanye nolwazi abalutholile. Isibonelo, ukulingisa kungasetshenswa kahle kakhulu ukubonisa amakhono okweluleka

ngokwengqondo okuphathelele ne-HIV, futhi lokho kuzoqeqesha abasebenzi bezempilo futhi kubalungiselele ukubhekana nezimo ezinzima, okungenzenka bahlangabezane nazo ngempela uma sebeqalile ukusebenza emphakathini.

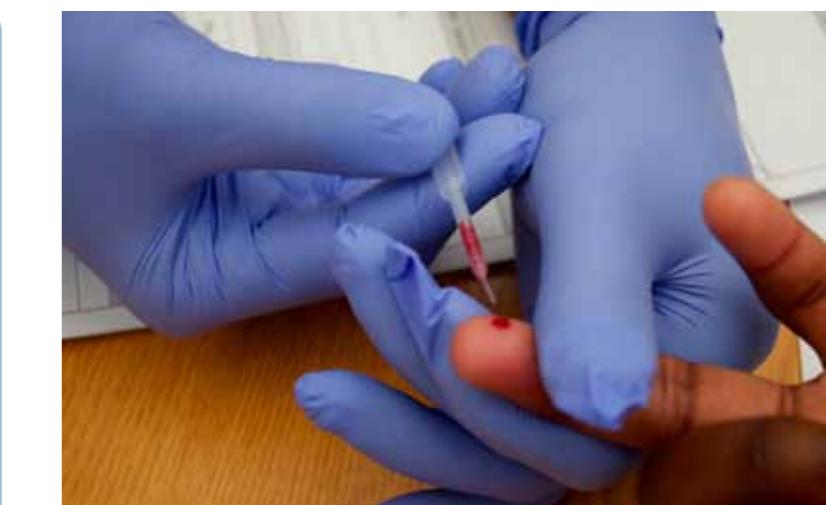


Ukufunda kwenzeka ngezindlela eziningi ezihlukahlukene. Kusukela kwesokunxele kuya kwesokudla: Uthisha phambi kwabafundi, izingxoxo zamaqembu, ukufakwa ngaphansi kwesandla somuntu onesipiliyon, kanye nokulingisa.

Icebo

Khetha indawo ekulungele ukufunda

- Khetha indawo okuzoba lula ukuba abasebenzi bezempilo bafinyelele kuyona.
- Kumele kubu nokukhanya okwanele ngaphakathi kuleyo ndawo (ikakhulukazi uma kungenzenka kunqamuke amandla kagesi).
- Kumele kubu nendawana engaphandle lapho abasebenzi bengaphuma bayohlanganelo khona ukuze baxoxe ngezihloko ezithile bengamaqenjana ahlukene.
- Kumele kubu nefenisha egudluleka kalula, ukuze igudlulwe ngenkathi abasebenzi behlukaniswa ukuze basebenze noma baxoxisane njengamaqenjana amancane.
- Kumele kubu yindawo evulekile futhi enkulu ngokwanele ukuze abasebenzi bezempilo bakwazi ukulingisa ngaphandle kokuphazamisa ozakwabo.



Ngesikhathi sokuqequesha ukuhlinzeka ngezinsizakalo zokuhlolela i-HIV okuyisisekelo, abasebenzi bezempilo bayaqequesha ukuthi kwensiwa kanjani ukuhlolela i-HIV ngokushesha.

2.2 Ukuqeqeshwa okwandulela ukuqaliswa komsebenzi wokuhlinzekwa kwezin-sizakalo: Okuhlobene ngqo nokuhlinzekwa kwezinsizakalo zokuhlolela i-HIV eziqhut-shelwa ngaphakathi emphakathini (CB HTS)

INhlangano Yezempilo Emhlabeni inemihlahlandela yokuhlinzekwa kwe-HTS emphakathini (76). UMnyango Wezempilo Kazwelonke (NDOH) ezweni ngalinye uayiguqula le mihlahlandela ukuze ihambelane nesimo sezwe bese uthuthukisa imibhalo namathuluzi okuqequesha azohlomisa amathimba abasebenzi futhi abaqequeshele ukuhlinzeka nge-CB HTS. Kusemqoka ukuba uzame ukuthola ukuthi kuwumgomoni nesidingo esibekiye yini ukuba kube ngumhlinzeki wezinsizakalo zokuqequesha ogunyaziwe kuphela oqequesha abasebenzi bezempilo ukuhlinzeka nge-CB HTS. Umhlinzeki wezinsizakalo zokuqequesha ogunyaziwe yinhlangano esemthethweni enamazinga abekiye futhi amukelekile ngokusemthethweni okuqequesha (77). ENingizimu Afrika, uhlelo lwezipundo zokuqequeshela i-HTS luyafana kanti futhi nezinga lalolu hlelo liyaligana, futhi luhambelana nohlelo lwezipundo lwe-NDOH HTS (11). Uhlelo lokuqequesha lunengxenyenye yowlazi lwetiyori kanye nengxenyenye yowlazi olufundwa ngokwenza.

"Abasebenzi bangitshelile ukuthi ukubahlinzeka ngokupeqeshwa kokweluleka ngokwengqondo ngaphambi kokuhlolwa nangemuva kokuhlolwa, kanye nobumfihlo sekubavule amehlo ukuze baqonde ukuthi lona akuwona nje 'umsebenzi' ojwayelekile, kepha wumsebenzi obeka umthwalo omkhulu emahlombe abo wokuhlinzeka amakhasimende ngokwelulekwa kwengqondo okusezingeni elifanelekile kanye nokuhlolela i-HIV okusezingeni eliphezulu. Ngitholile futhi ukuthi ukupeqeshwa kwenza ngcono indlela abasebenzi abakhulumha ngayo nozakwabo, ngesizotha nangenholnipho. Ukupeqeshwa kulekelelile futhi nasekuthuthukiseni amakhono abo okulalela." - Yvonne Saunders (*uMqeqeshi*)

Ezindaweni abazosebenzela kuzona, abasebenzi bezempilo bazohlangabezana namakhasimende anezidingo ezhilukahlukene kubandakanya umuntu ohamba yedwa, izithandani ezimbili, amabhungu namatshitshi kanye nezingane, futhi kudingeka ukuba bakwazi ukuhlinzeka ngokwelulekwa kwengqondo okufanelekile kulawa makhasimende abo. Ngesikhathi sokueqeshelwa i-HTS eyisisekelo, abasebenzi bezempilo abasha bayaqeleshwa ukuthi kuhlinzekwa kanjani ukwelulekwa ngokwengqondo kanye nokuthi kwensiwa kanjani ukuhlolela i-HIV ngokushesha. ISithasiselo 10 sihlinzeka ngesibonelo sohlobo lokulingisa okungalekelela abasebenzi bezempilo ukuba bathuthukise amakhono abo okweluleka ngokwengqondo futhi balingise nokwenziwa kwe-HTS.

2.3 Ukuqeqeshwa okwandulela ukuqaliswa komsebenzi wokuhlinzekwa kwezinsizakalo: Okuhlobene nokudidiyelwa kwezinye izinsizakalo zezempiло ku-CB HTS

Icebo

Amaphuzu okumele uwakhumbule uma uqequesha abasebenzi ngezihloko ezibucayi

- Bakhumbuze abasebenzi bezempilo ukuthi emsebenzini wabo njengabahlinzeki bosizo lokunakekelwa kwezempiro kuzodingeka ukuba bazibeke eceleni izinkolelo zabo kanye nemibono yabo futhi akumele neze bacwase amakhasimende abo, okungenzeka abe nemibono ehlukile kweyabo kanye nezindlela nemikhuba ehlukile.
 - Ukubamba iqhaza ngenkuthalo ekulingiseni iyona ndlela esemqoka kakhulu yokulekelela abasebenzi bezempilo ukuba benze lokho abakufundile futhi bazijwayeze amakhono abo amasha, ikakhulukazi mayelana nezihloko ezibucayi.
 - Ukuxhumana nokubonisana nabasebenzi bezempilo kwingxoxo evulelekile futhi engahluleli, ezindabeni ezibucayi kuhanzeka ngethuba lokubuza imibuzo nokuhanzeka ngezimpendulo. Lokhu kuyabalekelela ukuba bafunde ukukhuluma namakhasimende ngezihloko ezibucayi ngendlela efundisayo, ehlinzeka ngolwazi futhi enqacwasi.

oma yiziphi izinsizakalo eziningi ezhlobene ngadidiyelwa ku-CB HTS kubandakanya ukuhlolela isifo pfuba nezifo zocansi, nokuhlinzekwa kwe-SRH kanye okudluliselwa ezikhungweni ezhlinzeka ngezinsizakalo okuhlela umndeni, nokuhlinzekwa kwamakhondomu, kanye nokudluliselwa kwamadoda angakangenwa yi-IV ezinsizakalweni ze-VMMC (Ukusokwa kwabesilisa zikhungweni zezempiro ngokuzithandela kwabo). Unda iSahluko 5: Ukuhlinzekwa Kwezinsizakalo Ezibanzi zigxile Kumakhasimende Ngokuphelele, ukuze uthole kuthi ungazididiyela kanjani futhi nini lezi zinsizakalo. hebula 4.1 lihlinzeka ngemininingwane efiginqiwe zezinye zezinsizakalo ezengeziwe ezingadidiyelwa ku-B HTS nokuthi yini okumele abahlinzeki bayibhekisise ma behlela noma benza amalungiselelo okuqequesha kupathelene nalezi zinsizakalo ezididiyelwe.

kuqeleshwa kwe-HTS okugunyaziwe kungafaka hakathi nolwazi olupathelene nalokhu noma nhlawumbe esikhundleni salokhu ungasebenzisa kuqeleshwa kwangaphakathi. Ukuqeleshwa wangaphakathi kungahlinzekwa wungoti kulo khakha, noma umqeqeshi onguchwepheshe noma nenena yohlelo. Bheka iSithasiselo 11 ukuze uthole ibonelo sohlobo lokulingisa ongalusebenzisa ngenkathi qeqesha abasebenzi bezempilo ukuhlolela isifo sofuba anye nokuqoqa isikhwehlela ukuze siyohlolwa. Esi siqephu somdlalo wokulingisa singaguqlwa setshenziselwe nanoma iyiphi insizakalo yezempilo angahlinzekwa njengengxeny ye-CB HTS.

Ithebula 4.1: Izinto okumele zibhekisiswe uma kuhlelwa futhi kwensiwa amalungiselelo okuqeqeshwa okwandulela ukuqualiswa komsebenzi, okupathelene nokudidiwelwa kwezinye izinsizakalo zezempiro ku-CB HTS

Ukuqeqeshwa okwandulela ukuqaliswa komsebenzi: Ukudidiyelwa kwezinye izinsizakalo ku-CB HTS					
	Ukuholela isifo sofuba (TB)	Ukuholela izifo ezithathelwana ngokocansi (ama-STI)	Umboniso wokuthi isetshenziswa kanjani ikhondomu	Ukuholela Izinsizakalo Zezocansi Nokuthola Abantwana (SRH) Nokuhlela Umndeni	Ukuholela Ukusokwa Kwabesilisa Ezikhungweni Zezempiro Ngokuzithandela Kwabo (VMMC)
Inhlosyo yokuqequesha	Ukuhlomisa abasebenzi bezempilo ngolwazi oluyisisekelo mayelana nesifo sofuba, nokuthi lisetshenziswa kanjani ithulizi lokuholela isifo sofuba, ukuqoqa isikhwehlela, kanye nokudluliselabantu abanesifo sofuba esihlasela amaphaphu esikhungweni sezempilo ukuze baqale ukwelashwa.	Ukuhlomisa abasebenzi bezempilo ngolwazi oluyisisekelo Iwama-STI nokuthi lisetshenziswa kanjani ithulizi lokuholela ama-STI.	Ukuhlomisa abasebenzi bezempilo ngolwazi namakhono okwenza imiboniso yokusethenziswa kwekhondomu yabesilisa kanye neyabesifazane.	Ukuhlomisa abasebenzi bezempilo ngolwazi oluyisisekelo-SRH kanye nokuhlela umndeni, ukuqinisekisa ukuthi bazokwazi ukudluliselamakhasimende ezikhungweni ezifanelekile ukuze athole lezo zinsizakalo.	Ukuhlomisa abasebenzi bezempilo ngolwazi oluyisisekelo Iwe-VMMC ukuqinisekisa ukuthi bayakwazi ukuhlinzeka ngolwazi olwanele kumakhasimende, ukuze badlulisele abesilisa abangakangenwa yi-HIV ezinsizakalweni ze-VMMC.
Izindlela zokufunda nokufundisa ezingaset-shenziswa	Indlela efana naleyo esetshenziswa nguthisha othula isifundo phambi kwekilasi ukuhlinzeka ngolwazi oluyisisekelo. Ukulingisa kusetshenziswa ithulizi lokuholela isifo sofuba. Isigcawu sokulingisa izinyathelo zangempela kokuthatha isikhwehlela.	Amafili mu namavidiyo okuhlinzeka ngolwazi oluyisisekelo. Ukulingisa ukusetshenziswa kwethulizi lokuholela ama-STI.	Isigcawu sokubonisa ukuthi isetshenziswa kanjani ikhondomu yabesilisa kanye neyabesifazane, lapha kusetshenziswa amathulizi okubonisa lokhu. Ukulingisa ukuze bathole ulwazi oluthe xaxa futhi baqonde kangcono.	Indlela efana naleyo esetshenziswa nguthisha othula isifundo ukuhlinzeka ngolwazi oluyisisekelo. Ukulingisa ngenhloso yokufundisa nokubonisa inqubo yokudluliselai khasimende esikhungweni sezempilo esifanelekile.	Indlela efana naleyo esetshenziswa nguthisha othula isifundo ukuhlinzeka ngolwazi oluyisisekelo. Ukulingisa ngenhloso yokufundisa nokubonisa inqubo yokudluliselai khasimende esikhungweni sezempilo esifanelekile.
Imiyalezo esemqoka eqondiswe kubasebenzi bezempilo	Ikhasiimende ngalinye kumele lihlolelwaisifo sofuba. Ithulizi lokuholela isifo sofuba kumele lisetshenziswe ngendlela efanelekile. Kumele kuqoqwe isikhwehlela esisezingeni elfanekile ngokulandela imihlahlandlele ebekiwe.	Abasebenzi bezempilo kumele bakhululeke futhi kube lula kubona ukuxoxa ngezindaba eziphathelele nam-STI. Ikhasiimende ngalinye kumele lihlolelwaisma-STI futhi lidluliselwe ezikhungweni ezifanelekile uma kudingekile.	Abasebenzi bezempilo kumele bakwazi ukubonisa indlela elungile futhi efanelekile yokusebenzisa ikhondomu.	Abasebenzi bezempilo kumele bakhululeke futhi kube lula kubona ukuxoxa ngezindaba ezibucayi. Ikhasiimende ngalinye kumele lihlolelwaisindlela zokuhlela umndeni futhi lidluliselwe ezikhungweni ezifanelekile uma kudingekile.	Abasebenzi bezempilo kumele bahlinzeka ngolwazi olwanele mayelana ne-VMMC.
Kungani kunconywa ukuba kusetshenziswe lolu hlobo lokuqequesha?	Isifo sofuba yisona sifo esihamba phambili esibulala abantu abaphila ne-HIV (78).	Kukhona ukuxhumana phakathi kokutholakala kwama-STI kanye ne-HIV.	Indlela elungile futhi efanelekile yokusebenzisa ikhondomu ibalulekile futhi idingekile ekuvimbeleni i-HIV.	I-SRH ihambisana nokuvinjelwa kwe-HIV, kanye nosizo lokwelashwa.	I-VMMC inciphisa ubongozi bokuba abesilisa batheleleke nge-HIV.

2.4 Ukuqeleshwa okwandulela ukuqaliswa komsebenzi wokuhlinzekwa kwezinsizakalo: Okungahlobene ngqo nokuhlinzekwa kwe-CB HTS

Akukhona konke ukuqeleshwa okuhlobene ngqo nokuhlinzekwa kwezinsizakalo. Ziningi ezinye izinhlobo zokuqeleshwa ezingahlinzekwa kubasebenzi bezempilo asebezophuma baye emphakathini bayohlinzekwa ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini. Lesi sigaba sihlinzeka ngolwazi oluphathelene nezinhlobo ezintathu zokuqeleshwa ezingasetshenzisa: Ukulawula ukutheleleka nokusabalala kwesifo sofuba (bonke abasebenzi kumele bathole ukuqeleshwa mayelana nokulawula ukutheleleka nokusabalala kwesifo sofuba ukuze nabo ngokwabo baphephe futhi kuphephe namakhismende abo), ukuphephe okujwayelekile (impilo kanye nokuphepha kwamalungu ethimba kusemqoka kakhulu ekuphumeleleni kohlelo lokuhlinzekwa kwezinsizakalo zokuvimbela i-HIV emphakathini), ukuqoqwa kwemininingo (noma yiluphi uhlelo lokuvinjelwa kwe-HIV oluqhutshelwa ngaphakathi emphakathini kumele futhi luqoqe neminingo). Ithebula 4.2 lihlinzeka ngezinye izinto ezingacutshungulwa ngabahlinzeki bezinhlelo okuyizinto eziphathelene nalezi zinhlobo ezintathu ezibalwe lapha ngenhla.



Isigcawu sokuqeleshwa abasebenzi bezempilo esinezinsiza nempahlha edingekayo, lapho abasebenzi sebemi ngomomo ukuqalisu uhlelo lokulawula ukutheleleka

Izindlela eziphuma phambili zokuqinisekisa ukuphepha kwabasebenzi bezempilo ngenkathi besebenzela emphakathini

- Kumele ubethule emphakathi abasebenzi bezempilo ngaphambi kokuba lugale uhlalo lokuhlinzaka ngezinsizakalo. Kusemqoka ukuba amalungu omphakathi azi ukuthi ngubani ozohlinzaka ngezinsizakalo emphakathini wawo. (Bheka iSahluko 2: Ukuphathwa kwababambiqhaza ukuze uthole ulwazi olithe xaxa mayelana nokuxhumana nabantu abamele umphakathi.)
- Kumele amalungu omphakathi akwazi ukubabona kalula abasebenzi bezempilo. Kumele bagqoke umfaniswano ukuqinisekisa ukuthi umphakathi uyazi futhi uyabona ukuthi baphuma enhlanganweni ehlinzaka ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini. Kungaba wumqondo omuhle ukuba balengise iziqebhezana zamakhadi abonisa amagama abo.
- Abasebenzi bezempilo kumele basebenze ngababili, futhi kungangcono kube ngowesilisa oyedwa kanye nowesifazane oyedwa. Lokhu kunciphisa ubungozi bokuba bazithole sebebhekene nobugebengu, futhi kuuhlinzaka ngethuba lokuba baxoxisane, bahlele kale futhi baxazulile izinselele ngokuhlanganyela.
- Qinisekisa ukuthi abasebenzi bezempilo bayazi ukuthi ukuphepha kwabo kuyinto eseqlhwini futhi kusemqoka kakhulu.
- Yiba nohlelo oluzolekelela uma kwenzeka abasebenzi bezempilo behlangabezana nesimo esinobungozi, ukuze bazi kale ukuthi kumele benzeni ukubhekana naleso simo.

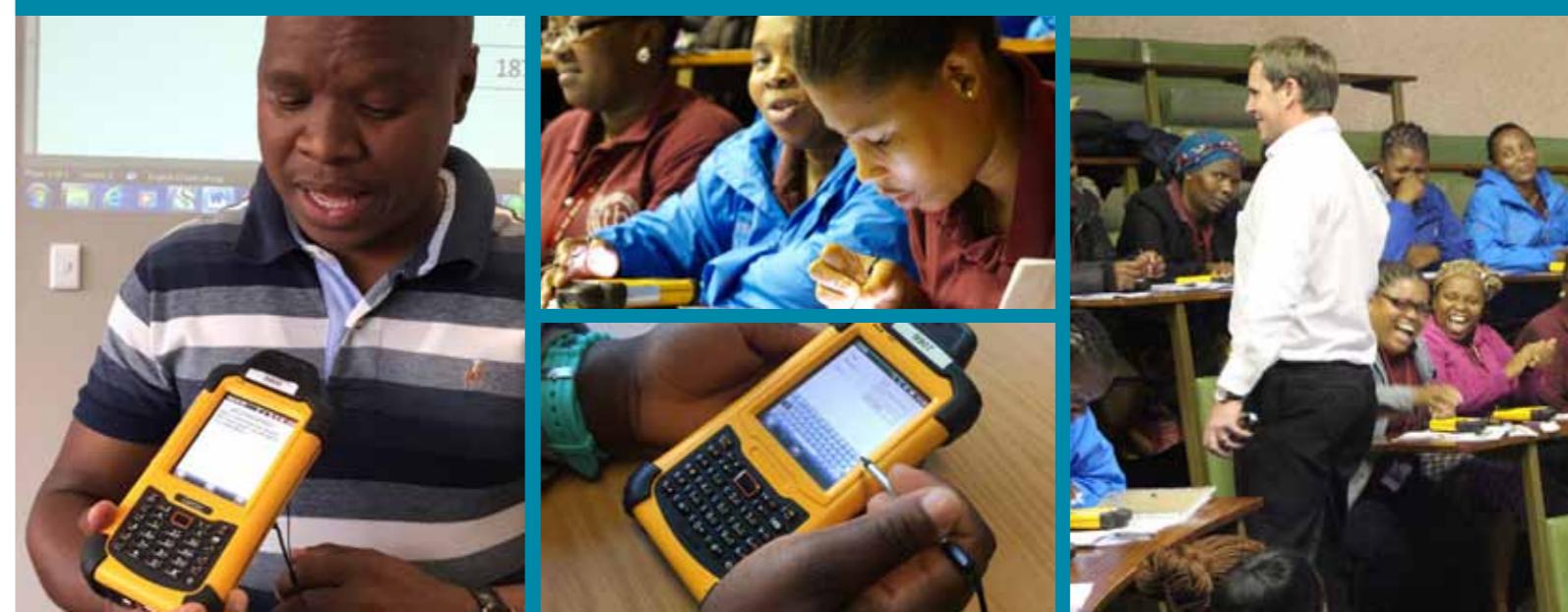


Abasebenzi bezempilo kumele basebenze ngababili, ukuqinisekisa ukuphepha kwabo, ngenkathi bengena umzi nomuzi behlinzeka nge-HTS.

Izindlela eziphuma phambili zokuqoqwa kwemininingo yokuqeleshwa kusetshenzisa umshini wama-elektronikhki wokugcina imininingo (EDC).

Kusemqoka ukuba ukuqeleshwa okupathelene nokuqoqwa kwemininingo kufake phakathi nezfundo ezisebenzisa imifanekiso yesikrini (ama-screen shot) somshini wama-elektronikhki wokugcina imininingo ozosetshenzisa ngabasebenzi bezempilo ukuqoqa imininingo. Ngezansi nazi izibonelo zama-screen shot esiwasebenzisile esifundweni sokuqeleshwa abasebenzi bezempilo ukuthi kumele bayiqoqe kanjani imininingo ephathelene "nesimo somuntu se-HIV saphambilini". Kusemqoka ukusebenzia ama-screen shot esigcawini sokuqeleshwa ngokwenza, lapho abasebenzi bezempilo bewuphethe ngezabo izandla umshini we-EDC, ukuze baqonde kale ukuthi kumele bawusebenzise kanjani ngenkathi beqoqa imininingo.

The screenshots show the EDC software interface. The first screen (Page Nr 40) displays a warning message: "QA2 EVALUATEHIV EDC is checking last known HIV test result (CLICK NEXT)" with a "Warning" icon. It asks if the client was seen for the first time and has options "Yes", "No", and "Cancel". The second screen (Page Nr 41) asks "Has client been tested previously for HIV?" with options "Yes", "No", and "Don't know/Refuse". The third screen (Page Nr 43) asks "In which year was client last tested? [-1 IF UNKNOWN]" with a dropdown menu.



Ngenkathi kuqeleshwa abasebenzi bezempilo ukusebenzia umshini we-EDC, kungasetshenzisa izindlela nokufunda nokufundisa ezihlukahlukene. Kusukela kwesokunxele kuya kwesokudla: Uthisha phambi kweqembu elikhulu labasebenzi bezempilo; Isigcawu sokuqeleshwa lapho abafundi bezibambale ngezabo izandla umshini we-EDC ukuze babone ukuthi usebenza kanjani; Ukuhlola abasebenzi ukubheka ukuthi ngabe bakwazi kale kangakanani ukuqoqa nokugcina ulwazi; Umqeqeshi esebenzisa ama-screen shot ukubonisa abasebenzi bezempilo inqubo yesinyathelo nesinyathelo.

Icebo

Ukulingisa kuyadingeka ekufundiseni ngokuqoqwa nokugcina kwemininingo

Ukulingisa yindlela enhle kakhulu yokufunda ngokwenza nokujwayeza ukuqoqa nokugcina imininingo. Abasebenzi bezempilo bangenza lokho abakufundile ekilasini futhi bajizwayeze ukusebenzia ithuluzi lokuqoqa imininingo. Ukulingisa kuvala igebe phakathi kwesimo sokufunda ekilasini kanye nesimo sokusebenza ngaphandle emphakathini. Lezi zigcawu zivamise ukuhlonza amagebe akhona ekuhlinzekweni kolwazi noma ezindabenzi eziphathelene nokuphatha nokulawula (logistical issues) okumele zilungiswe ngaphambi kokuba kuphunye kuiwe emphakathini kuyosetshenzwa.

Ithebula 4.2: Izinto okumele zibhekisiswe uma kuhlelwa futhi kwenziwa amalungiselelo okuqeleshwa okwandulela ukuqaliswa komsebenzi, okuphatelene nezihloko ezingahlobene ngqo nokuhlinzekwa kwe- HTS

	Ukuqeleshwa okwandulela ukuqaliswa komsebenzi: Okungahlobene nokuhlinzekwa kwe-HTS		
	Ukuqeleshwa okuphatelene nokulawulwa kokutheleka nokusabalala kwesifo sofuba	Ukuqeleshwa okuphatelene nokuphepha	Ukuqeleshwa okuphatelene nokuqoqa kwemininingo
Izhilosu zokuqeasha	Ukuhlomisa abasebenzi bezempilo ngolwazi oluyisisekelo mayelana nokuthi kuvnjelwa kanjani ukutheleka emva kokusebenza ngomutu onesifo sofuba, nokuhlinzekwa isikhwehlela esisezingeni eliphezelu kanye nokuvimbela ukutheleka kwabasebenzi bezempilo ngesifo sofuba.	Ukuhlomisa abasebenzi bezempilo ngolwazi oluyisisekelo mayelana nezimo ezikhona emphathini wonkana (isibonelo, izindawo ezithethwa njengezinda zobugebeng), izintuba zokungena nokuphuma emphakathini kanye nezinhlelo zokubhekana nezimo eziphuthumayo ngenkathi kunemibhikiso/udlame lwemigulukudu noma ezinye izehlakalo ebezingalindelele.	Ukuhlomisa abasebenzi bezempilo ngolwazi lokuthi iyiphi imininingo okumele bayiqoqe kumakhasimende, nokuthi isetshenziswa kanjani futhi ihlolwa kanjani ikhwalithi yalokhu (ukuphelela kweminingo, ubuquiniso kanye nokunemba) (11).
Izindlela zokufunda nokufundisa ezingasetshenziswa	Umponiso kanye nezicawu zokufunda ngokwenza eziphatelene nokufundisa ukuthi sifaka kanjani futhi sikhunyulwe kanjani isifonyo kanye namagilavu. Umponiso kanye nokulingisa izindlela yokuqoqa isikhwehlela ngokuphepha.	Izingxoxo zeqembu zokuxhumana nokuxoxisana nabasebenzi bezempilo mayelana nolwazi abanalo ngomphathini kanye nokuhlonza izintuba zokungena nokuphuma emphakathini eziphephile.	Indlela yokufundisa enjengaleyo lapho uthisha ema khona phambi kwekilasi ukuhlinzekwa ngolwazi oluyisisekelo oludingekayo. Izingcawu zokufunda ngokwenza zokuqoqa imininingo. Ukulingisa ezinye izinto ukuze abasebenzi bezempilo bathole ithuba lokuzijwayeza izimo abazohlangabezana nazo.
Imiyalezo esemqoka eqondiswe kubasebenzi bezempilo	Abasebenzi bezempilo kumele balandele izinqubo zokusebenza eziphatelene zokulawula ukutheleka nokusabalala kwesifo sofuba. Bheka iSithasiselo 16 ukuze uthole ulwazi mayelana nezindlela zokuqoqa isikhwehlela ngokuphepha.	Abasebenzi kumele bahlale beqwashile futhi bayazi kahle indawo abakuyona futhi babe nezindlela zokuphuma ngokuphepha uma kunesidingo. Bheka iSithasiselo 12 ukuze uthole imihlahlandlela yokuqinisekisa ukuphepha kwabasebenzi bezempilo emphakathini.	Abasebenzi bezempilo kumele baqqoe imininingo esezingeni eliphezelu ngokulandela izinqubo zokusebenza eziphatelene. Bheka iSahluko 8: Izindlela ezingasetshenziswa ukuPhatha lmininingo ngenkathi kuqhutshwa uhlelo lokuoqa imininingo.
Kungani kunconya ukuba kusetshenziswe lolu hlobo lokuqeasha?	Abasebenzi bezempilo basengcupheni enkuu yokutheleka ngesifo sofuba uma beqhataniswa nabanye abantu abadala emphakathini.	Abasebenzi bezempilo abasebenza emphakathini basengcupheni enkuu uma beqhataniswa nalabo abasebenza endaweni ethile evalekile (njengesikhungo sezempilo).	Imininingo eqoqiwe ingasetshenzisela ukuqapha kanye nokuhlola uhlelo, nokwaba izinsiza ngokufanelekile, nokuhlinzekwa nokusabalala imiphumela kubabambiqhaza ukuze ihlaziye ngenhlosu yokuqonda ubungako bokusabalala kwezifo (78). Ngakho-ke kusemqoka kakhulu ukuqoqa kwemininingo ngendlela esezingeni eliphezelu.

3. Uligcina kanjani ithimba lisesimweni sokusebenza kahle ngokuhubekayo?

Ukgcina ithimba lisesimweni sokusebenza kahle ngokuhubekayo ukuze lihlinzeke izinsizakalo zokuvimbela i-HIV ezisezingeni eliphezelu kudinga izinsiza eziningi impela kanye nezimali. Futhi izinga eliphezelu lokwesula kwabasebenzi emsebenzini kanye nokulova kufakana ezindlekwani ezinkulu kakhulu futhi kungaphazamisa futhi kuvimbele ukuhlinzekwa kwezinsizakalo ezisezingeni eliphezelu. Ngakho-ke kusemqoka kakhulu ukuba abaphathi bezinhlelo batshale imali nesikhathi kubasebenzi babo futhi babasekele kahle ukuze baqhubeke nokusebenza kahle, futhi nokuhlinzekwa kwezinsizakalo kusimame, quhubeke isikhathi eside.

Uma sebeqeeshi abasebenzi bezempilo, abaphathi bezinhlelo kumele baqinisekise ukuthi bakuthola ngokuhubekayo futhi ngaso sonke isikhathi lokho kwesekwa abakudingayo. Lokhu kungenziwa kanje:

- Ngokuhlinzeka ngezifundo zokuqeasha abasebenzi kabusha nokubakhumbuza lokho abakuqeleshelwe, ukuze kuqinisekiswe ukuthi abasebenzi basebenzia amakhono abo ngokuphelele.
- Ukuqeleshwa nokucathuliswa kwsisebenzi sezempilo ngokuhubekayo futhi ngesineke ngumphathi wakhe futhi aboniswe ngendlela eyakhayo ukuthi uqhuba kanjani emsebenzini wakhe.
- Ukuhlinzekwa kosizo nokwesekwa okuphatelene nempilo nenhlakahle yesisebenzi, okuyinto esemqoka kakhulu esimweni semizwa nesimo sengqondo sabo bonke abasebenzi, ikakhulukazi abasebenzi bezempilo.

3.1 Ukuqeleshwa kokuvuselela ulwazi

Ukuqeleshwa kokuhumbuza abasebenzi umsebenzi wabo kusemqoka ekuqinisekiseni ukuthi bonke abasebenzi bezempilo bahlinzekwa amakhasimende ngezinsizakalo ezisezingeni eliphezelu, ngaso sonke isikhathi, emphakathini wonke, esikhathini esiphelele sokuqhutshwa nokuhlinzekwa kohlelo. Lokhu kukeqeshwa kungenziwa ngenye yalezi zindlela ezilandayo:

- Kungenziwa ngokuhubekayo, isibonelo, njalo



Abasebenzi bezempilo beze lapha bevela emsebenzini wabo emphakathini, bezoqeleshwa kabusha; umqeeshi ubabonisa ukabaluleka kokuggoka amagilavu ngenkathi behlolela abantu i-HIV.

ngekota yonyaka abasebenzi bezempilo bangahlinzekwa ngokueqeshwa kokubakhumbuza ngezinqubo zokuphepha.

- Kungenziwa ngenkathi abaphathi bezinhlelo bebona ukuthi kunegebe elikhona ekuhlinzekweni kolwazi noma ekuhlinzekweni kwezinsizakalo. Isibonelo, uma amagomu okuqoqa imininingo engagcwaiswanga ngendlela efanelekile, kumele abasebenzi bahlinzekwe ngokueqeshwa kokubakhumbuza mayelana nendlela efanelekile yugcwaisa amafomu.
- Uma lokhu kucelwa ngabasebenzi. Isibonelo, abasebenzi bezempilo bangacela ukuqeleshwa okwengeziwe mayelana nokuthi angalulekwa kanjani amabhungu namatshitsi ngokwanele mayelana nokuholela i-HIV.

Ngenkathi uqalisa ukuqeasha ngenhlosu yokuhumbuza abasebenzi lokho abakufunde esikhathini esedlule, ungenza okune kwalokhu:

- Ungathola imibono yabasebenzi mayelana nohlobo lokuqeleshwa abakudingayo.
- Ungaapha futhi uhlole umsebenzi wabasebenzi bese usebenzia imiphumela yalokhu njengomhlahlandela wezidingo zokuqeleshwa.
- Ungathuthukisa ulwazi ozoluduliselka kubasebenzi ngenhlosu yokubhekana ngqo nenkinga yamagebe aphantelene nolwazi olungaculisi.
- Ukuba nezinsuku zokuqeleshwa okuhubekayo ezbekiwe nyanga zonke ukuze abasebenzi bazi kusenesikhathi ukuthi lunini usuku lokuqeleshwa.
- Ukfaka phakathi imibhalo yokuqeasha emisha futhi efanelekile ukuze abasebenzi bathole ulwazi olusha.
- Ukuqeleshwa kabusha abasebenzi uma kushicilela imihlahlandlela emisha noma uma kuba nezinguquko kwimihlahlandlela ekhona njengamanje. Isibonelo, imihlahlandlela ye-WHO yezinsizakalo zokuholela i-HIV noma imihlahlandlela ye-NDOH mayelana nokufaneleka komuntu ukufakwa ngaphansi kohlelo lokwelashwa lwe-ART.
- Ukuqinisekisa ukuthi abasebenzi babamba iqhaza ngokuphelele ekuqeleshwi kwabo, ukuze babe nezwi futhi bakubone njengento okungeyabo lokho abakwenzayo.

Ucwanningo Iwesigameko: Ukuhlonza amagebe olwazini – ukusebenzia ukuqeqeshwa kabusha ukuvala amagebe



U-Lucy, ongumlawuli wohlelo, osebenza ngaphansi kohlelo lokuvakashela umuzi nomuzi ngenhoso yokuhlinzaka ngezinsizakalo zokuhlolela i-HIV, wachitha usuku olulodwa ngeviki, esikhathini esingamaviki ayisishiyagalolunye, ehamba emphakathini elandela abasebenzi bezempilo abahlukahlukene. Ngalesi sikhathi, wabona amandla namakhono abasebenzi bezempilo abahlukahlukene futhi wabona nalapho bebutuhakathaka khona futhi wahlonza amaphutha afanayo abavamise ukuwenza. Ngokususela kulokho akubona, wahlanganisa isifundo sokuqeqesha kabusha esenzelwe ukulungisa izinkinga azibona.

Abasebenzi bezempilo bahambela izifundo zokuqeqeshwa kabusha ezabe zibandakanya lokhu okulandelayo:

- Indlela efanelekile yokusebeniza kahle ithuluzi lokuhlolela i-HIV, ngokubuza ikhasimende ngalinye yonke imibuzo equkethwe kwithuluzi. U-Lucy wayekade ezbonele ngawakhe amehlo abasebenzi bezempilo abaniningana bebuba ikhasimende lo mbuzo, "Unazo izimpawu zesifo sofuba?" esikhundleni sokuwabuza imibuzo equkethwe kwithuluzi lokuhlolela isifo sofuba.
- Isizathu sokufaka amagilavu ngenkathi kuhlolewa amakhasimende i-HIV kanye nendlela efanelekile yokulaha amagilavu. U-Lucy wayezibonele ngawakhe amehlo ukuthi abasebenzi bezempilo abathile basebeniza amagilavu afanayo ukuhlola amakhasimende amabili nangaphezulu, futhi kusenjalo abanye abawalahlanga amagilavu ngendlela efanelekile (kwimfucuza yemithi nokwelashwa).
- Izindlela eziwayelekile zokucophelela nokuqinisekisa ukuphepha. U-Lucy wayephawulile ukuthi abasebenzi bezempilo abathile babesebeniza omakhalekhukhwini babo ngenkathi behlolela amakhasimende i-HIV futhi abanye babedleta isidlo sabo sasemini endaweni abasebenza kuyona.

3.2 Ukwesekwa kwabasebenzi ukuze bahlale bephilile ngokomzimba, ngokomqondo nangokwenhlahlo

Njengoba ukuqeqeshwa kabaluleke kakhulu, kusemqoka kakhulu futhi ukuqinisekisa ukuthi ithimba lithola ukwesekwa ngokwengqondo nangokomphefumulo. Lokhu kabalulekile ikakhulukazi kumathimba asebenza emiphakathini lapho kudlange khona kakhulu ubugebengu, ukuntuleka kwamathuba omsebenzi, ukuxhashazwa kwezidakamizwa kanye nezinye izinkinga nezinsele zomphakathi. Abaphathi bezinhlelo kumele bahlinzeke ngethuba elizovumela ukuxhumana nokuxoxisana, lapho abasebenzi bezempilo bezothola khona ithuba lokuxoxa ngobunzima abahlangabezana nabo, futhi bathole izeluleko ezizobakhuthaza, zibaqinise idolo, futhi bathole nokwelulekwa ngokwengqondo. Mhlawumbe kungakuhe uthole isazi sezengqondo noma umeluleki onekhono, oseke wawenza esikhathini esedlule umsebenzi wokweluleka abasebenzi balo mkhakha, ozosebenzana nethimba lakho alihlinzeke ngokwelulekwa kwengqondo. Ukuba nomuntu wangaphandle kuzokwenza izinto zibe lula kubasebenzi bezempilo futhi bakhululeke baxoxe noma badalule ulwazi obekungeke kube lula ukuludalula kumphathi wabo noma umuntu othile ngaphakathi enhlanganweni.

Inhlosi yokwesekwa ngokwengqondo wukuhlinzaka abasebenzi bezempilo ngamakhono okulawula ingcindezi yomphefumulo, izindlela zokugxilisa nokuqwashisa umqondo, kanye nethuba lokuxoxa nokweluleka mayelana nezinto ezikukhathazayo nezikuhlukumezayo empilweni yakho kanye nasemsebenzini. Lokhu kungahlinzeka futhi kusiqinisa idolo, kusinike amandla nethembra." - Kholeka Ncombe (Isibenzeli sezempilo).

eqenjini, ukuze likwazi ukuxhumana nokuxoxisana kahle kanye nokubhekana nezimo ezinengxabano nokungqubuzana. Ukwesekwa ngokwengqondo akujona into eyenzeka kanye kuphela, kepha yinqubo ezqhubeka kuze kuphele uhlelo lokuhlinzaka kwezinsizakalo emphakathini (ukhumbule ukukufaka lokhu kwisabelomali sohlelo).

"Ngiyazithokozela izigcawu zokwelulekwa (mentoring) ngoba zinginikeza ithuba lokuzwakalisa izinto ezingikhathazayo, amathemba ami, izifiso zami kanye namaphupho ami. U-Johann, umeluleki wethu wengqondo uyasikhuthaza ukuba sibe namaphupho amakhulu futhi singazibekeli izifiso ezincanyana nje. Uyasinikeza ithuba lokuba sixoxe ngazo zonke izinto esifuna ukuxoxa ngazo, eziphathelene nezinkinga zethu zasekhaya noma zasemsebenzini. Usifundise nokuzindla, okuyinto ebengingakaze ngiyenze phambilini. Ukuzindla kungenza ngikwazi ukuba nokuthula ngaphakathi kimina, nakuba kungenzeka indawo engikuyona kanye nesimo esingizungezile singabi nakho ukuthula. Futhi sinezigcawu zokudweba, lapho sidweba khona amaphupho ethu kanye nemicabango.

Ekuqaleni besikhononda uma sixoxa sodwa noma sixoxa naye sithi lokhu kusichithela isikhathi. Kodwa, okuhlekisayo wukuthi asikukhohlwa neze lokho esikudwebile, kanye nokuthi imidwebo yethu isho ukuthini ezimpilweni zethu. Yileyo midwebo esenza sibe namaphupho futhi sizame nokwenza ngcono izimpilo zethu. Uma u-Johann esibusa ethi, 'Ninjani empilweni? Noma ethi, uhamba kanjani umsebenzi?' njalo sifikelwa wumuzwa wokuthi uyazikhathaza ngathi, futhi lokho kusiqinisa idolo, kusinike amandla nethembra." - Kholeka Ncombe (Isibenzeli sezempilo).



Abasebenzi 'kuo mkhakha' basebenza ngaphansi kwezimo ezinengcindezi yomphefumulo enku. Izinhlelo zokwakha nokuqinisa umoya wozwano nokuzimisela egenjini (team building) ziyingdlela enhle yokususa abasebenzi endaweni abavamise ukusebenza kuyona; futhi ngalokho bakhohlwe kancane wubunzima bomsebenzi wabo futhi babone ukuthi abaphathi babo bayalibona futhi bayalithakasela igalelo labo. Ukwenza lokhu, ungahelela umdlalo webhola likanobhutshuzwayo, uhambu lokuvakashela ebhishi, iphiikhinikhi, umcimbi womculo nomdanso noma umeme isikhulumi esizobakhuthaza futhi sibanike nogqozi (isibonelo, u-Lewis Pugh).

Kusemqoka ukuxoxisana nabasebenzi bezempilo abasha ukuze uthole imibono yabo mayelana nangokwenhlahle yomzimba nangokwengqondo ukuze uthole ukuthi bazibona zinosizo kangakanani izigcawu zokwelulekwa futhi bangathanda ukuba zihlelwie kanjani lezi zigcawu.

"Sabelana ngezifundo nabasebenzi bezempilo abangazisebenza emsebenzini wabo wansukuzonke kanye nasezimpilweni zabo. Esinye salezi zifundo sibizwa nokuthi 'wukuSebenzisana Nokubambisana Okuhambisana Nokusebenzisa Ingqondo Ngendlela Ejulile Ngenhoso Yokuqamba Nokusungula Into Ethile'; isibenzeli sezempilo esisodwa sixoxela abanye ngesigameko esihle esisibonile emsebenzini waso, kanti esinye isibenzeli sona sibiza imibuzo kulesi sokuqala (sibiza imibuzo esemqoka futhi efanelekile ukuze basiqonde leso sigameko esihle esenzekile), futhi kunesinye isibenzeli esithatha amanothi.

Lokhu kuvumela abasebenzi bezempilo ukuba bakwazi ukuxhumana ngokuxoxelana indatshana ethile futhi baqonde ukuthi ichaza ukuthini leyo ndatshana uma bebehkisa ukuhlobana kwayo nalowo oyioxayo. Lesi sifundo sivumela abasebenzi bezempilo ukuba babheke emuva bacabange ngomthelela womsebenzi wabo emazingeni omphakathi. Abasebenzi bezempilo bangasibenzisa futhi lesi sifundo ukuqamba izinkondlo ngokuhlanganyela." - Carrie Smorenburg (Umeluleki wezenhlahlakahle yomzimba nengqondo).

Uthi bewazi nje?
Yini usizo nemihlomulo yokwesekwa ngokwenhlahlakahle yomzimba nangokomqondo?



- Kuhlinzaka ngesimo esinakekelayo kubasebenzi bezempilo ukuze bakhululeke, bakhulume ngokuhluleka mayelana nezinto ezibakhathazayo.
- Kuhlinzaka ngethuba lokuxoxa nokuthola izeluleko mayelana nomsebenzi kanye nezigmameko eziphathelene nomsebenzi nezinto ezibuhlungu kakhulu ezibonwe ngabasebenzi emakhasimendeni abo.
- Kuhlinzaka ngethuba lokuxhumana nokuxoxisana ngaphansi kobudlelwane obuphakathi kwabantu obusekela ukwakhiwa komoya omuhle egenjini nokuhuthaza kanye nokusombulula izingxabano nokungqubuzana.
- Kuhlinzaka ngethuba lokuzithuthukisa; futhi kulungiswe indlela umuntu acabanga ngayo kanye nendlela abona ngayo izinto, nezindlela asebenzisa ngayo imizwa yakhe kanye nezenzo eziphathelene nobudlelwano, ngokusebenza ukuqeqeshwa kokuqwashisa nokugxilisa umqondo (isibonelo, ukubucabhuca izandla (hand-massages) kanye nokwenza amaqoqo emifanekiso nezithombe noma ukupenda imifanekiso).
- Kuhlinzaka ngethuba lokungcebeleka nokuzithokozisa ngokwenza imidlalwana ehlukahlukene okuhloswe ngayo ukwakha umoya wozwano nobumbano egenjini, kanye nethuba lokuba abasebenzi bakhiphe ingcindezi yomphefumulo.

Abasebenzi bezempilo baqamba le nkondlo elandelayo ngenkathi kubanjwe isigcawu sezenhlalakahle;

HIV/AIDS ungaziqhenyi neze
Phambilini ubathathile abathandiweyo bethu
Phambilini ulicekele phansi izwe lethu
Abanye bayizintandane ngenxa yakho

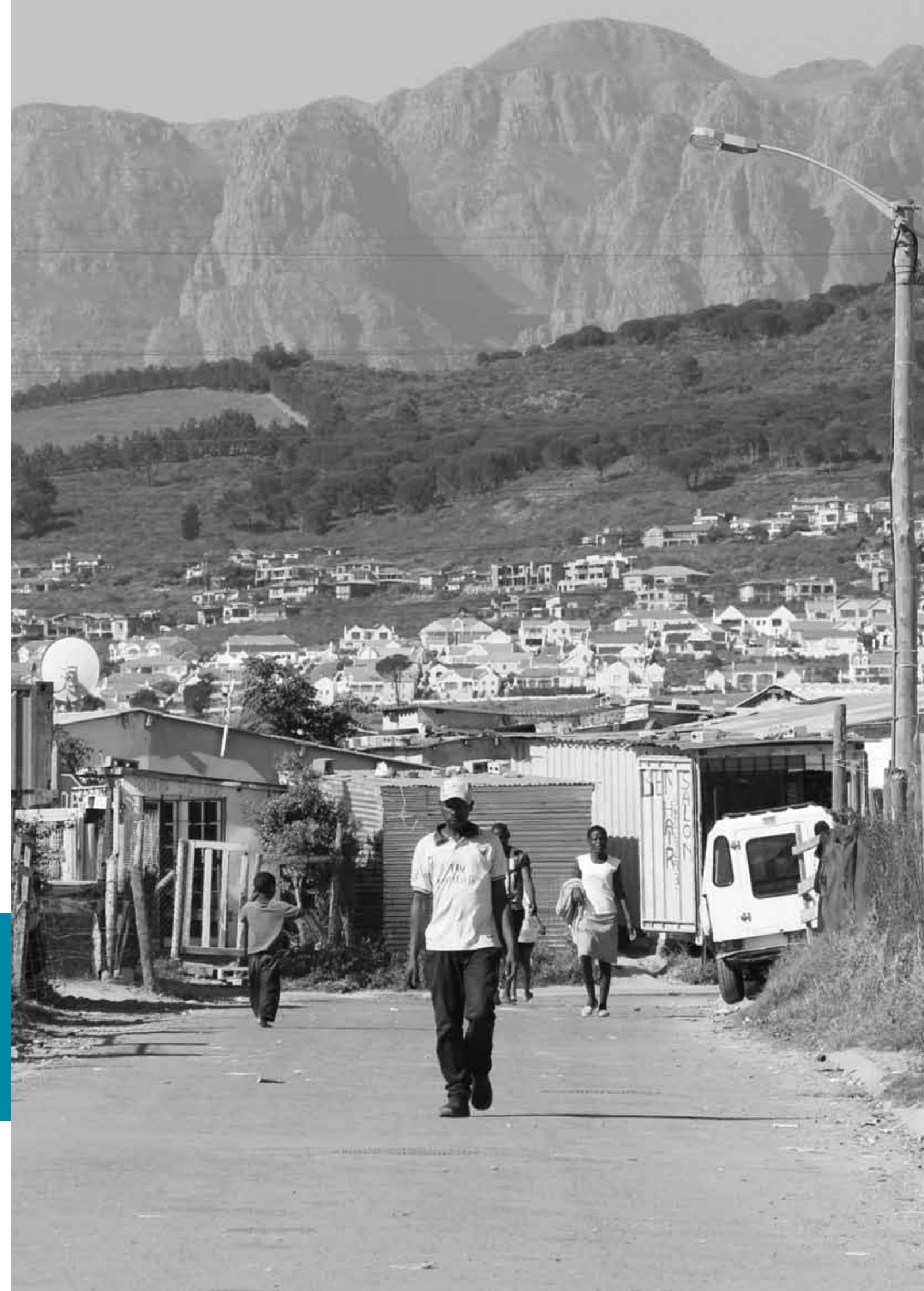
Sikuzwile ukuba khona kwakho
Sibuzwile ubuhlungu bakho obesabekayo
Sikuzwile ukububula kwalabo obahlaselile
Sikubonile uhlaselala izingane zakwethu
Silizwile iphunga lakho emoyeni

Kepha noma kunjalo! Sithi sesikhatheli nguwe, sekwanele
Manje sesiyabona ukuthi ayikho indaba yakho ngoba ama-ARV akhona lapha azokucindezela, akudambise
Manje sesiyakwazi ukuba nemindeni ephile saka nakuba wena ukhona lapha
Awuseyona neze ingozi esimise kabi
Kithina ufile, ayisekho indaba yakho
Amandla awethu!

- Nompendulo Ntsimbi, Nonzukiso Npapama kanye no-Zimasa May (Abasebenzi bezempilo)



Abasebenzi abathokozile, abanogqozi futhi abazimisele bayingxenyen yohlelo lwemisebenzi esemqoka kakhulu, okungafanele neze ibukelwe phansi noma ishaywe indiva.





ISAHLUKO 5

UKUHLINZEKWA KWEZINSIZAKALO ZOKUHLOLELA I-HIV EZIBANZI EZIGXILE KUMAKHASIMENDE NGOKUPHELELE



UKUHLINZEKA NGEZINSIZAKALO ZOKUHLOLELA I-HIV EZIBANZI EZIGXILE KUMAKHASIMENDE NGOKUPHELELE

Sue-Ann Meehan, Margaret van Niekerk kanye no-Blia Yang

“ Yenza konke okusemandleni akho,
ngalokho onakho, ngesikhathi onaso,
kuleyo ndawo okuyona.

- Nkosi Johnson (*Isishoshovu saseNingizimu Afrika
esiyingane eyazalwa ne-HIV, esashona sineminyaka
yobudala eyi-12 ngowezi-2001*)

Kungani sibalulekile lesi sahluko?

Lesi sahluko sigxile kwindima esemqoka edlalwa yizinsizakalo zokuhlolela i-HIV eziqhutshelwa emphakathini (CB HTS) ekufinyeleleni kubantu abangasazi isimo sabo se-HIV bese bexhunyanisa nezinsizakalo zosizo lokunakekelwa nokwelashelwa i-HIV, futhi kanjalo namakhasimende aphila ne-HIV abengakaqali ukuthola usizo lokunakekelwa nokwelashwa. Kusemqoka kakhu lu ukuhlinze ka ngephakheji edidiyelwe yezinsizakalo ukuze kuhlinzekwe nezinsizakalo zokuhlolela i-HIV ezibanzi ezigxile kumakhasimende ngokuphelele.

Lesi sahluko sikhuluma ngezimo ezintathu ezihlukene eziphathelene nokuhlolela i-HIV ngaphakathi emphakathini (futhi isimo ngasinye sinemihlomulo yaso kanye nezinselele zaso), futhi sikhuluma ngenqubo yokuhlolela i-HIV kanye nezinye izinsizakalo eziningana ezingadidiyelwa kwinqubo ye-HTS emaqophelweni ahlukahlukene. Lesi sahluko sihlose ukukhuthaza ukucabanga futhi sigqugquzele ukuba kuqhanyukwe nemiqondo emisha ehlukile, futhi kusenjalo sihlinze ka ngemihlahlandela ejwayelekile kanye nezindlela eziphuma phambili zokuhlolela i-HIV ngaphandle kwamagceke endawo elawulekile.

Yini ozoyifunda kulesi sahluko?

1. Yiziphi ezinye zezinto ezisemqoka okumele zicutshungulwe ngaphambi kokuqaliswa kwezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini (CB HTS)?
2. Yimiphi imihlomulo nezinselele zezimo ze-CB HTS ezintathu ezihlukene?
 - 2.1 Izikhungo Zokuhlolela i-HIV Ezizimele Zodwana
 - 2.2 Izinsizakalo Zokuhlolela i-HIV Ezingomahambanendlwana
 - 2.3 Izinsizakalo Zokuhlolela i-HIV Ngokuvakashela Umuzi Nomuzi
3. Yiziphi ezinye zezinto okumele zicutshungulwe uma kuthathwa isinqumo sokuthi yisiphi isimo se-CB HTS esifanelekile kakhulu okumele siqaliswe?
4. Yini okumele icutshungulwe ngaphakathi kwenqubo yokuhlolela i-HIV?
 - 4.1 Ukwakha isidingo sokulangazelela nokufuna izinsizakalo zokuhlolela i-HIV
 - 4.2 Isigcawu sokuhlinze ka ngolwazi ngaphambi kokuhlolela i-HIV
 - 4.3 Ukuhlolela i-HIV ngokushesha
 - 4.4 Ukwelulekwa ngokwengqondo okwenziwa emva kokuhlolwa – ukuhlinzekwa kwemiphumela yokuhlolela i-HIV
5. Zingadidiyelwa kanjani ku-HTS izinsizakalo zezempi lo ezihlubene nalokhu?
 - 5.1 Ukudidiyela ukuhlolela ama-STI, isifo sofuba nokuhlela umndeni esigcawini sokuhlinze ka ngolwazi ngaphambi kokuhlolela i-HIV
 - 5.2 Ukudidiyela ezinye izinsizakalo ezifanelekile ku-HTS ngaphambi kokwelulekwa ngokwengqondo okwenziwa emva kokuhlolwa
6. Ibukena kanjani inqubo yokudluliselwa kwekhasimende esikhungweni sezempi lo?
7. Ngabe i-HTS igcina ngokuba ikhasimende lidluliselwe esikhungweni sezempi lo?

1. Yiziphi ezinye zezinto ezisemqoka okumele zicutshungulwe ngaphambi kokuqaliswa kwezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini?

Iahluko esiyisingeniso salo mhlahlandela sikuvezile ukuthi kungi zibalekile izinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini. Lesi sahluko sizogxa ikakhulukazi ku-CB HTS kanye nokuhlinzeka ngephakheji yezinsizakalo edidiyelwe endeleni egxile kumakhasimende ngokuphele. Noma ngubani ohlinzeka nge-CB HTS kumele azame ukubheka izinto ngasohlangothini lokuthi lokhu kungenzeka ngempela yini futhi abheke nemihlomulo eminingi kanye nezinsele zokuhlinzeka ngezinsizakalo ngaphandle kwesikhungo sezempi.

I-CB HTS ihlukile ku-HTS ehlinzeka ezikhungweni zezempi, ngokwesimo nendawo, ngokobuningi bamakhasimende, isibalo sabantu okuvamise ukufinyelelwu kubona kanye nezinye izinsizakalo eziningana ezihlinzekwayo. I-CB HTS, iyindlala esebenza kahle kakhulu futhi engambi eqolo yokukhuthaza izindimbane zabantu ukuba bazi isimo sabo se-HIV, kubandakanya lezo zingxene zomphakathi (isibonelo, amadoda kanye namatshitsi namabhungu) ezingavamisile ukuvakashela ezikhungweni zezempi (79, 80). Lokhu kwenza ukuhlinzeka kwezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathi kube iyona ndlala engcono kakhulu kunezinsizakalo ze-HTS ezihlinzelwa ezikhungweni zezempi.

Ukuhlinzeka ngezinsizakalo ze-HTS endaweni engalawulekile, ngaphandle kwesikhungo sezempi, akuyona into elula. Ezinye nezinsele okumele uzibhekisise zibandakanya lezi:

- Kungenzaka abasebenzi bezempi bazizwe bengaphephile futhi besengcupheni yokuhlangabeza nezirkinga uma besebenzela ezindaweni lapho kudlange khona ubugebengu (ukwelulekwa ngokwenhhalakahle yomzimba nangokwengqondo okuqondisive kubasebenzi bezempi kukhulunyu ngakho kwiSahluko 4: Ukwakha, Ukuhlmisa kanye Nokusekela Ithimba).
- Isimo sezulu (ukushisa, ukubanda, imvula kanye nomoya) singadalazizinsele nezirkinga. Isibonelo, ukuthutha izinsiza nemishini yokuhlolela i-HIV ngokushesa kanye nokugcina lokhu kungaphansi kwezingakushisa elifanelekile kungaba nzima uma ilanga lishisa ngokweqile. Lokhu kukhulunyu ngakho kwiSahluko 7: Ukuqinisekisa Kwekhwalithi yezinsizakalo zokuhlolela i-HIV ngokushesa.
- Ukuqapha umsebenzi wabasebenzi bezempi akulula ngoba esikhathini esiningi abaphathi abakwazi ukwenza lokhu ngqo (ikakhulukazi mayelana nabasebenzi bezempi abavakashela emakhaya abantu beyohlinzeka nge-HTS). Ukuqapha

nokuhlolola umsebenzi owenziwa ngabasebenzi kukhulunyu ngakho kwiSahluko 9: Ukuqapha Nokuhlolola.

Ngapezu kwalezi zinselele, amanye amakhasimende kungenzaka angazithembisi kahle izinsizakalo ze-CB HTS uma kuqhathaniswa ne-HTS eyenzelwa esikhungweni sezempi. Lawa makhasimende angabuza le mibuzo:

- Ngingalindela ikhwalithi efanayo kunaley yezinsizakalo ezihlinzekwa esikhungweni sezempi?
- Baqeqeshwe kahle futhi ngokwanele abasebenzi?
- Ingabe imiphumela yokuhlolela i-HIV izoba ngenembayo futhi eyiqiniso ngokuphele?
- Ingabe buzogcinwa futhi buqinisekisive ubumfihlo bolwazi?
- Yini eyenziwayo ukuqinisekisa ubumfihlo bolwazi?

Kusemqoka kakhulu ukuba abantu obahlinzeka nge-HTS bazethembe izinsizakalo ozihlinzekayo. Ukwethenjwa kwezinsizakalo zakho ungakuthola ngokuthi:

- Uoxisane kahle nomphakathi futhi uwuhlinzeke ngolwazi oluphelele ngaphambi kokuhlinzeka ngezinsizakalo, uphinde futhi ukwenze lokho uma usuqedile ukuhlinzeka ngezinsizakalo.
- Uhlinkezka izinsizakalo ezisezingeni eliphezulu ngaso sonke isikhathi.
- Indlala osebenza ngayo igxile kumakhasimende ngokuphele.
- Ulandele imihlahlandela yokusebenza ngobungcweti ngaso sonke isikhathi.
- Uvume uma wenze iphutha bese ulilungisa.
- Usebenze ngobuqotho kukhona konke okwenzayo.

Ngapezu kwalokho;

- Abasebenzi badlala indima esemqoka ekuhlinzkeni kwezinsizakalo. Qinisekisa ukuthi uqasha abasebenzi abawulungele umkhakha wezinsizakalo ohlose ukuhlinzeka ngazo. Bheka ububanzi bendima yomsebenzi ongenziwa ngabasebenzi bezempi bomkhakha othile ezweni lakho. ENingizimu Afrika, abeluleki beze-HIV abagunyaziwe banemvume yokuhlinzeka ngezinsizakalo zokuhlolela i-HIV ngokushesa, kepha kudingka abahlengikazi bemikhakha ehlukile ekuhlinzkeni kwezinsizakalo zokwelapha ezithile, isibonelo, ukuhlolwa komfutho wegazi, ukubalwa kwesilinganiso senkomba yobude nesisindo somzimba (body-mass index), ukusebenzisa umshini wokuhlolela ukukhulelw, ukuhlolza izinga likashukela egazini, ukuhlinzeka ngezivimbela-kukhulelw, njil.
- Kusemqoka ukuba noma iyiphi i-CB HTS ihambisane nenqubomgomoyezwe kanye/noma yesfundazwe ephathelene ne-HTS. Lokhu kuzoqinisekisa ukuthi izinsizakalo eziqhutshelwangaphakathi emphakathini zilandela imihlahlandela kanye nezinqubo ezifanayo nalezo ezisetshenziswa ku-HTS ehlinzeka

ezikhungweni zezempi. Siphakamisa ukuba abahlinzeki bezinhlelo baqinisekise ukuthi bayayazi inqubomgomoyefanelekile futhi baqinisekise ukuthi izinsizakalo zabo ziyahambisana nenqubomgomoy. Lokhu kuzokhulisa ukwethenjwa kwezinsizakalo ngumphakathi. Ulwazi oluningi oluquethwe kulesi sahluko lususelwe kwinqubomgomoy kazwelonek yowezi-2016 yaseNingizimu Afrika yezinsizakalo zokuhlolela i-HIV (11).

Ngenkathi ufunda ngezindlela ezipuma phambil, imigomo engumhlahlandela kanye namacebo ajwayelekile ahlinzekwe kuleli bhukwana lonkana (kanye nakulesi sahluko) uzobona ngokucacile ukuthi i-CB HTS elandela izinqubomgomoy, izinqubo kanye nemihlahlandela ebekiwe ezweni elithize, kungahlinzeka nge-HTS eseizingeni eliphezulu, egxile kumakhasimende ngokuphele, kuhlinzeka ngemiphumela enembayo futhi eyiqiniso ngokuphele, ezokwenza ukuba amakhasimende ayethembe kakhulu.



Izikhungo esizimele sodwana futhi esime endaweni eyodwa esihlinzeka nge-CB HTS. Kuvamise ukuba isikhungo esinjengalesi sibe negunjana lapho amakhasimende elinda khona, namagumbi okwelulekwa ngokwengqondo nokuhlolela i-HIV kanye nendawo yokusebenzela yomhengikazi.

Nababambiqhaza sikuhlinzeka ngolwazi olufanelekile futhi olusemqoka oluzokusiza ukuqonda isimo somphakathi, nokuxhumana nababambiqhaza kanye nokugqugqozela nokuqwashisa umphakathi ngaphambi kokuqaliswa kohlelo lokuhlinzeka kwezinsizakalo.

Siphakamisa ukuthi umfundi waleli bhukwana axhumane ngendlela efanelekile nomphakathi ngaphambi kokuqaliswa i-HTS.

Manje sizochaza ngalezi zimo ezintathu ze-CB-HTS, siphawule ngemihlomulo kanye nezinsele zesimo ngasinye.

2. Yimiphi imihlomulo nezinselele zezimo ezintathu ezihlukene ze-CB HTS?

Kulesi sahluko, sizocubungula izimo ezintathu zokuhlinzeka ngezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini. Siyavuma ukuthi lezi zimo ezichazwe lapha aziqukethe lonke ulwazi; kepha-ke inhloso wukuhlinzeka ulwazi olusebenzisekayo olususelwe kulokho okwenzeka emphakathini emazingeni aphansi, futhi akuhlosiwe ukuba kubhekwe zonke izimo ezikhona.

Khumbula, ngaphambi kokuba ungene kunoma yimuphi umphakathi ukuyohlinzeka nganoma yiluphi usizo noma insizakalo, kumele uxhumane nabo bonke ababambiqhaza abafanelekile futhi uthole ukweskwa ngabantu abaqavile emphakathini kanye/noma osopolitiki bendawo. ISahluko 2: Ukuxhumana



2.1 Izikhungo Zokuhlolela i-HIV Ezizimele Zodwana

Izikhungo ezizimele zodwana yizizinda ezime endaweni eyodwa ngaphakathi emphakathini, ezihlinzeka nge-HTS, kepha-ke azixhumene nezikhungo zezempi (11). Ohlelweni lwethu, izikhungo ezizimele zodwana bejisungulwe ngaphakathi ezizindeni zokuthengisa (izizinda ezinenxanxathela yezitolo) noma ngaphakathi emagekeni ezinhlangano ezingenzi nzozo (ama-NPO). Amakhasimende abevumelekile ukuvakashela noma nini kulezi zikhungo ngaphandle kokubekisa indawo nesikhathi, futhi atheleke nje acele ukuhlinzeka nganoma yiziphi izinsizakalo ezihlinzeka lapho njengengxenyephele yephakheji yezinsizakalo ze-HTS.

Icebo

Uma uqoka indawo ozosungula kuyona
isikhungo sokuhlolela i-HIV esizimele
sodwana – qinisekisa ukuthi leyo ndawo
iyafinyeleleka!

Kusemqoka kakhulu ukuba uqjinisekise ukuthi isikhungo sokuhlolela i-HIV esizimele sodwana sifinyeleleka kalula. Lokhu kusho ukuthi ngeke abantu bachithe isikhathie senegeziwe noma imali begibela beya kulesi sikhungo ukuyohlolela i-HIV. Ukuqoka indawo esesizindeni senxanxathela yezitolo, lapho kudlula khona abantu abanangi nsukuzonke futhi okuyindawo enemibhalo nezimpawu ezigqamile futhi ezibonakala ngokucacile, kuyokwenza ukuba abantu basibone kalula isikhungo sakho futhi kube lula kubona ukufinyelela kusona. Nabantu abebengaondile ukuhlolela i-HIV ngalowo mzuzu, kungenzeka bathole ugqozi bangene bahlolelw i-HIV.

Imihlomulo:

- Singasungulwa kalula ezindaweni lapho abantu **befinyelela** khona kalula. Xoxisana nababambiqhaza bomphakathi ngezindawo ezikulungele lokhu.
 - **Azicwali kakhulu** uma ziqhathaniswa nezikhungo zezempiro, njengoba zona zigxile kuphela ekuhlinzekeni ngezinsizakalo zokuhlolela i-HIV kanye nezinsizakalo ezihlobene nalokho.
 - Umuntu **ulinda isikhathi esifushane emqgeni** uma kughathaniswa nesikhathi eside esilindwa

ezikhungweni zezempiло (81).

- **Kunendawo** yokuthola ukwelulekwa ngokwengqondo kanye nokuhlolwa **ngasese** uma umhlengikazi ngamunye enelakhe igumbi elinazo zonke izinsizakusebenza.
 - **Ingqalasizinda yokweseka** ukuze kube lula ukudidiyela ku-CB HTS izinsizakalo zezocansi nokuthola abantwana kanye nokuhlolola

Izinselele:

- **Zihlinzeka ngezinsizakalo eziyingcosana,** ikakhulukazi izinsizakalo zokuvimbela nokuhlolela izifo, ngakho-ke kwesinye isikhathi kudingeka ukuba amakhasimende adlulele esikhungweni sezempilo ukuze athole ezinye izinsizakalo, isibonelo, ukwelashwa.
 - **Kungenzeka kubize imali eningi ukuzisungula kanye nokuzigcina zisesimweni sokuhlinzeka ngezinsizakalo.** Abahlinzeki bezinhlelo kumele baqinisekise ukuthi umphakathi uzisebeniza ngokuphelele lezi zikhungo, ngokuzikhangisa futhi baqinisekise ukuthi umphakathi unolwazi ngazo futhi ziyanbonakala, ngoba lokho kuyokwenza ukuba zisebenze kahle futhi kungabi khona ukukhalela imali ezsungulwe ngayo.

"Ngenhloso yokwenza ikanasimende likhululeke ngenkathi lingena esikhungweni sokuhlolela i-HIV esizimele sodwana, ngilibingelela ngendlela nemfudumalo nobungani, ngokumamatheka, ngilibuze ukuthi ngingalisiza ngani." - Sista Patricia Henke (Imenerja yesikhungo se-HTS esizimele sodwana)



Uhlelo lwe-HTS olungumahambanendlwana lusebenzisa ikanharaveni kanye namatende, agxunyekwe endaweni efanelelekile emphakathini, eduze kwesizinda sezinto zokuthutha noma eduze kwemigwaqo emikhulu. Amatende asetshenziswa ngabasebenzi bezempilo ukweluleka ngokwengqondo kanye nokuhlola amakhasimende. Izitulo zibekwa kahle nqokulandelana ukwakha indawo lapho amakhasimende ezolindela khona.

2.2 Izinsizakalo Zokuhlolela i-HIV Ezingomahambanendlwana

Izinsizakalo ezingomahambanendlwana, ezivamise ukubizwa ngezinsizakalo zokubhelekela nokusiza

umphakathi, zisebenzisa amakhararveni kanye namatende. Izinsizakalo ezingomahambanendlwana zingahlinzekwa noma kuphi ngaphakathi emphakathini (11); eduze kwenzindawo lapho kuphithizela khona abantu nezimoto, emsebenzini kanye nasezikoleni, futhi

lokhu kuzoya ngokuthi iyiphi ingxene yomphakathi okuhloswe ukuba kufinyelelw kuyona. Kusemqoka ukuthola izimvume ezifanelelekile kwiziphathimandla ezinegunya ngaphambi kokusungula isikhungo sakho sokuhlinzeka ngezinsizakalo zokuhlolela i-HIV.

Imihlomulo:

- **Qondanisa izinsizakalo zakho ikakhulukazi nabantu abasengcupheni futhi ababekwe eqhulwini**, njengoba izinsizakalo zingagxunyekwa ezindaweni ezithile lapho kubuthana labo bantu oqondise kubona, isibonelo, ukuhlinzeka ngezinsizakalo ezizindeni vezintu zokuthutha noma ezindaweni zokusebenzela lapho kugcwele kakhulu khona amadoda kungenza ukwazi ukufinyelela emadoden (3, 82); futhi ukuhlinzeka izinsizakalo ezindaweni lapho kuphumula khona abashayeli bamaloli kungakulekelela ukuba ukwazi ukufinyelela kubashayeli bamaloli (abantu abehla benyuka ngenxa yomsebenzi) kanye nabaqwayizi (3).
 - **Kuhlinzeka ngethuba lokuhlolela i-HIV ngokushesa** kubantu abadlula endaweni okugxunyekwe kuyona izinsizakalo zokuhlolela i-HIV ezingomahambanendlwana (5) abebengahlosile ukuhlolela i-HIV ngosuku lolo.
 - **Kufinyelela nakubantu abangenazo izimpawu nezinkomba ze-HIV**, futhi kuhlinzeka ngethuba lokuhlolela i-HIV, uthole labo asebehaqwe yileli gciwane kusenesikhathi bese ubaxhumanisa nosizo



Ukuhlinzeka ngezinsizakalo zokuhlolela *i-HIV* ‘esizindeni sezinto zokuthutha esikhulu’ kanye ‘nokungena umgwaqo nomqwago’ emphakathini okhahlanyezwe kakhulu yi-HIV.



2.3 Izinsizakalo Zokuhlolela i-HIV Ngokuvakashela Umuzi Nomuzi

Icebox

Ukusebenzisa unogada ngendlela efanelekile

Unogada angena imisebenzi ehlukahlukene egenjini lako. Ngaphezu komsebenzi wakhe wokuqinisekisa ukuphepha kwamalungu ethimba kanye nempahla nemishini yabo, unogada angaba wumshayeli, alekelele ngenkathi kugxunyekwa amatende futhi alawule umugqa wamakhasimende ngenkathi elinde ukuhlinzekwa ngezinsizakalo ukuze lokhu kwenzeke kahle ngokuthula futhi ngenddlela ehllekile, ngaphandle kwengxovangxova. Kungaba wumqondo omuhle ukuba lo muntu abandakanywe ngenkathi kuhlelwa zonke izinsizakalo ezingomahambanendlwana futhi kumele abe nezinombolo zokuxhumana nesiteshi samaphoyisa endaweni kanye/noma izinkampani zonogada abaqinisekisa ukuphepha endaweni. (Bheka iSahluko 4: Ukwakha, Ukuhломisa kanye Nokusekela Ithimba)

lokunakekelwa nokwelashelwa i-HIV kusenesikhathi (83).

Izinselele:

- **Kuncike esimweni sezulu.** Ngezinsuku lapho kubanda kakhulu noma lina kakhulu, abasebenzi ngeke bakwazi ukusebenza kahle ematendeni. Kungaba kuhle kube nenyе indawo engasetshenziswa uma isimo sezulu singavumi, njeneggumbi elithile emsebenzini noma esikoleni. Lokhu kuzokwenza ukuba abasebenzi bakwazi ukuhlinzeka ngezinsizakalo ngaphakathi esakhiveni, hhayi ematendeni (futhi amatende angaxunyekwa ngaphakathi ehholo lesikole noma enkantini yasemsebenzini).
 - **Ukuphepha kwabasebenzi kanye nemishini yokusebenza** kungaba yinselele ezindaweni lapho kudlange kakhulu ubugebengu. Ukuqasha unogada kungenza izigebengu zisabe ukuzoganga lapha esikhungweni futhi kulekelele ekuqinisekiseni ukuphepha kwabasebenzi nemishini yokusebenza.
 - **Ubumfihlo.** Kungenzeka amatende angahlinzeki ngethuba lokwelulekwa ngokwengqondo ngasese, ukuze izinto ezikhulunywayo zingafinyeleli ezindlebeni zabanye abantu abakhona lapho eduzane (5). Kepha-ke, inkinga yobumfihlo ingaxazululeka uma amatende egxunyekwe agqagqana ukuze kube nesikhala esanele esiwahlukanisayo.

Ucwanningo lwasigameko: Ukusebenzisa izinsizakalo ze-HTS ezingomahambanendlwana ngenhoso yokufinyelela emadoden – yini esingayifunda kulu



I-Desmond Tutu TB Centre (DTTC) yaqalisa uhlelo lwezinsizakalo ze-HTS ezingomahambanendlwana, isebeenzisa amasu amabili ahlukene eKapa phakathi kukaNhlanguana noMandulo 2015. Ithebulu elingeza libonisa lezo zinto ezifanayo kanye nezingafani phakathi kwamasu amabili assetshenziswayo futhi libonisa neminye yemiphumela yalolu hlelo eqondene namadoda.

Amasu	'Isizinda zezokuthutha'	'Ukuvakashela isitaladi nesitaladi'
Indawo	Isizinda esikhulu sezinto zokuthutha esisedolobheni (zonke izitimela, amabhansi kanye namatekisi kugitshelwa lapha).	Umphakathi owodwa okhahlyezwe kakhulu yi-HIV.
Isizinda lapho kuhlinzekwa khona i-HTS	Indawo esenabeni, lapho abantu befinyelela khona kalula (ikharaveni noma amatende agxunyekwe endaweni efanayo nsuku zonke).	Ikharaveni noma amatende agxunyekwe eceleni komgwao (indawo iyashintsha njalo ngeviki, ngenkathi ithimba lidlulela phambili ngaphakathi emphakathini lingena umgwaqo nomgwao).
Isikhathi sokuhlinzekwa kwezinsizakalo	Kusukela ngoMsobuluko kuya kuLwesihlanu kuze kuphele amaviki ayisithupa	Kusukela ngoMsobuluko kuya kuLwesihlanu kuze kuphele amaviki amane
Ukuqwashisa abantu	Kusetshenzisa imibhobyo yomumemeza, kanye nabantu abame ngaphandle behlinzeka ngamapheshana aqukethe ulwazi kubo bonke abantu abadlulayo kanye/noma abasebenzia izinto zokuthutha umphakathi ezisesizindeni sezokuthutha.	Kungenwa umuzi nomuzi kuhlinzekwa ngolwazi futhi kunxuswa abantu ukuba baphume emakhaya baye ematendeni beyohlolelo i-HIV.
Abantu abahlosiwe	Abagibeli abavakashela edolobheni emini.	Abantu abasemakhaya emini
Imiphumela		
Inani eliphelele labantu abahlolwe i-HIV	1880	2041
Inani labantu besilisa abahloliwe (%)	931 (50%)	931 (46%)
Inani labantu besilisa okutholakale ukuthi bahaqwe yi-HIV (%)	43 (4.62%)	46 (4.94%)
Inani labantu besilisa abadluliselwa ezikhungweni lapho bezothola khona usizo lwe-HIV (%)	41 (95%)	42 (91%)
Inani lamadoda axhunyaniswe nosizo lokunakekelwa nokwelashelwa i-HIV (%)	13 (32%)	24 (57%)
Yini esingayifunda kulu	<ul style="list-style-type: none"> Womabili amasu angaba wuziso ekufinyeleleni emadoden, njengoba cishe isigamu salabo abahlolwa kwabe kungamadoda. Isu 'lokuhamba umgwaqo nomgwao' lahlola inani elifanayi lamadoda esikhathini esingamaviki amane uma liqhataniswa nesu 'lesizinda sezinto zokuthutha' elathatha amaviki ayisithupa. Amanye amadoda ayatholakala nawo ekhaya emini (ngenza yezinga eliphezelu lokuntuleka kwamathuba omsebenzi emphakathini). Isilinganiso sonkana sokuhunyaniswa kwamadoda nosizo lokwelashelwa i-HIV okubikwe yiwona ngokwawo besiphansi kuzo zonke izimo – kudingeka amasu angcono okuxhumanisa ukuhlolelo i-HIV nosizo lokwelashwa. Ukuhxunyaniswe kwamadoda nosizo lokwelashelwa i-HIV okubikwe yiwona ngokwawo bekuphansi 'ezizindeni zezinto zokuthutha' uma kuqhataniswa 'nokungena umgwaqo nomgwao' – bekunzima ukulanlela kulawo madoda ahlolwa 'esizindeni sezinto zokuthutha' okwatholakala ukuthi ahaqwe yi-HIV, abefike ngokuvakasha edolobheni esuka kuzo zonke izindawo zedolobha laseKapa namaphethelo. 	
Isipheho nesincomo:	Ngaphambi kokuba uphume uyohlolela abantu i-HIV, qoka isu ozolisebenzia ngokubheka abantu ohlose ukufinyelela kubona, nezinsizasingdingo ezikhona kanye nokuthi isu lingaba namuphi umthelela ekuxhunyanisweni kwabantu nosizo lokunakekelwa nokwelashelwa i-HIV.	

Imihlomulo:

- Kulula kakhulu futhi kuwalungele amakhasimende** (85), njengoba singekho isidingo sokuba achithe isikhathi nemali egibela eya esikhungweni sezempilo futhi asikho isidingo sokulinda emiqgeni emide.
- Kungalekelela ekunciphiseni ukucwaswa nokukhishwa inyumbazane**, njengoba bengeke babonwe ngabanye abantu, okuyinto engenzeka uma bevakashela ezikhungweni zezempirozikahulumeni (85).
- Kungakhuphula izinga lokudalulwa kwsimo se-HIV emalungwini ompifikathi noma phakathi kwabantu abayizithandani.** Lokhu kuhlinzeka ngethuba lokuthola ukwesekwa kanye nokusekela abanye, okuyinto engalekelela futhi ekunciphiseni ukucwaswa nokukhishwa inyumbazane.
- Kungafinyelela nasezinganeni ezincane ezine-HIV** eziyizintandane futhi/noma ezingahlali nabazali bazo bangempela (86).

Izinselele:

- Ukungabikhona kobumfihlo**, ikakhulukazi emakhaya angenayo indawo evulekile noma indlu enkulu (85). Lokudalulwa kwsimo somuntu kungaba yinkinga engadala ukukhathazeka, ikakhulukazi



Uhlelo lokungena umuzi nomuzi, lapho izisebenzi zezempiro zivakashela umuzi nomuzi ziyohlinzeka abahlali abafanelekile ngezinsizakalo zokuhlolelo i-HIV emakhaya abo.

3. Yiziphi ezinye zezinto okumele zicutshungulwe uma kuthathwa isinqumo sokuthi yisiphi isimo se-CB HTS esifanelekile kakhulu okumele siqaliswe?

Lesi sigaba sibhekisiza ezinye izinto ezingacutshungulwa ngenkathi kuthathwa isinqumo sokuthi yiluphi uhlolo lwe-CB HTS olukulungele kakhulu ukhlinzekwa ezimweni ezithile. Ngalesi sigaba aukhlosiwe ukucubungula ngokuphelele futhi ngokujulile lonke ulwazi olupathelene nalokhu, kepha kuhlosue ukukhathaza nokugquqquzelwa abantu ukuba badle amathambo engondo mayelana nalezi zinhlobo ze-CB HTS.

"Ukuhlela nokuzilungiselela ngokuphelele yizinto ezisemqoka kakhulu ekuhlinzekweni kwezinsizakalo zokuhlolelo i-HIV ezisezingeni eliphezelu." - Sista Fortunate Ndaba (Umhengikazi oqeqeshiwe osebenza esikhungweni sokuhlolelo i-HIV esizimele sodwana)



Abasebenzi bezempilo balungiselela ukuvakashela umuzi nomuzi beyohlinzeka nge-HTS

ezimweni lapho kuvamise ukuqubuka khona udlame lwasekhaya.

- Izinga eliphansi lokusetshenzisa kwezinsizakalo ngamatshitsi namabhungu** ngenxa yokungabikhona kobumfihlo. Kxesinye isikhathi kungenzeka amabhungu namatshitsi abe novalo lwenibuzo evela kwamanye amalungu omndeni, afuna ngenkani ukuba badalule isimo sabo se-HIV (85).
- Upukhephakwabasebenzi.** Abasebenzi bezempilo bangazithola sebebanjwa inkunzi (bathathelwe omakhalekukhwini babo, izinsizakusebenza noma amanyumfomu).
- Inhlakahle yabasebenzi ephathelene nezomphefumulo nemizwa.** Abasebenzi bezempilo kungenzeka bazithole bebekene nezimo zokuhukumezeka emoyeni emakhaya lapho bevashale khona, isibonelo, ukubona izigameko zodlame lwezithandani noma ukuhlangana nabantu abaxhaphaza izidakamizwa (utshwala noma izidakamizwa). Bheka iSahluko 4: Ukwakha, Ukuholmia kanye Nokusekela Ithimba ukuze ulwazi mayelana nokwelulekwa ngokwengqondo nokusekelwa kwabasebenzi bezempilo.
- Izindleko eziphezelu zokuqhuma umsebenzi** (85), okumele nazo zibhekisiza futhi ziqhataniswa nosizo nemihlomulo engalethwa yile ndlela yokusebenza.

Ithebula 5.1: Izinhlobo ezintathu ze-CB HTS ezingasetshenziswa

	Izikhungo ze-HTS ezizimele zodwana	Izinsizakalo ze-HTS ezingumahambanendlwana	Izinsizakalo ze-HTS zokungena umuzi nomuzi
Ingqalasizinda edingekayo	Indawo eqashiwe (Isizinda esime ndawonye). Amagumbi ahlukena okuzebenzela kuwona isisebenzi ngasinye.	Ikhareni kanye namatende agxunyekwayo. Isibeni sezempiro ngasinye kumele sibe nelaso itende.	Isizinda esisodwa esimaphakathi lapho abasebenzi bebuthaneli khona ekugaleni kosuku ngalunye.
Abasebenzi abadingekayo	Umhengikazi oqequeshiwe futhi ongungoti kanye nabeluleki beze-HIV abathathu (umeluleki ngamunye kumele abe nelakhe igumbi azosebenzela kulona).	Umhengikazi oqequeshiwe futhi ongungoti kanye nabeluleki beze-HIV abathathu (umeluleki ngamunye kumele abe nelakhe igumbi azosebenzela kulona).	Abeluleki beze-HIV abasebenza ngababili, abavakashela imizi yabantu behamba bobabili.
Izidingo eziphathelene nokuthuthwa kwabasebenzi nempahla yokusebenza	Akukho. Abasebenzi bezempiro basebenzela esikhungweni sokuhlolela i-HIV esizimele sodwana (impahla nezinsizakusebenza ezincane kuzogcinwa lapha esikhungweni).	Imoto engadona ikhareni, ithwale abasebenzi nezinsizakusebenza zabo besuka enhloko-hhovisi yabo beya emphakathini lapho bezongena khona umuzi nomuzi. Impahla nezinsizakusebenza ezincane kuzogcinwa enhloko-hhovisi)	Akukho. Abasebenzi bezempiro bahamba ngezinyawo besuka enhloko-hhovisi yabo beya emphakathini lapho bezongena khona umuzi nomuzi. Impahla nezinsizakusebenza ezincane kuzogcinwa enhloko-hhovisi)
Impahla yokusebenza edingeka endaweni okuhlolela kuyona	Idesiki lasehhovisi kanye nezihlalo egunjini ngalinye	Itafula eligoqekayo kanye nezitudo zepulastiki etendeni ngalinye	Itafula elibekwa emathangeni (uqwembe oluquinile ongalubeka emathangeni akho).
Izinsizakusebenza ezincane edingekayo	Isikali, umshini wokukala ubude bomuntu, owokukala umfutho wegazi, owokukala ushukela egazini, owokukala ikholesteroli, owokuhla zi i-CD4.	Isikali, umshini wokukala ubude bomuntu, owokukala umfutho wegazi, owokukala ushukela egazini, owokukala ikholesteroli, owokuhla zi i-CD4.	Akukho.
Ukuthuthwa kwezinsizakusebenza	Akukho – izinsizakusebenza zizobekwa ngokwehlukana phezu kwedeskihi.	Zithwale ngekesi elikhulu bese uzibeka ngokwehlukana phezu kwetafula eligoqekayo etendeni ngalinye.	Zithwale ngojosaka bese uzibeka ngokwehlukana etafuleni noma phansi ngaphakathi endlini ekhaya olivakashele.
Ukugcinwa kahle kwemishini yokuhlolela i-HIV ngokushesha	Efrijini noma kwisigcina-mpahla esiqandayo esinomshini wokukala izinga lokubanda/lokushisa (thermometer)	Ebhokisini eliyisiqandisi elinamagel ne-thermometer.	Ebhokisini eliyisiqandisi elinamagel ne-thermometer.
Izinsizakusebenza ezidingekeyo zokwenza i-HTS	Amagilavu, imishini yokuhlolela i-HIV ngokushesha, ama-lancets (izinaliti zokuhlabu umunwe, ngenhlosi yokuhlola igazi), ama-capillary tubes, i-chase buffer, uvo, i-alcohol swab (uvolo wokusula ngenhlosi yokususa amagiwan), micropore tape (ibhandishi yokumboza isilonda), i-linen saver (yokuvikela amashidi nombhede ukube kungabi manzi), umshini wokukala ubude besikhathi, amalebulu, ipeni, isiqukathi okulahlwa kusona izinto zokwelapha ezicijile kanye nezibukhali, isikhwama sokulahlha imfucuza yokwelapha, ithuluzi lokubonisa ukuthi isetshenziswa kanjani ikhondomu, amakhondomu abesilisa kanye nawabesifazane, ithuluzi lokuhlolela ukukhulela, amafomu e-HTS angabhalive lutho (amafomu okugcina amarekhodi amakhasimende) kanye nezinsizazidiso ze-IEC.		
Ukuqoqwa kwasikhwehlela esizohlolelw isifo sofuba	Isikhwehlela kumele siqoqelwe ngasese endaweni engaphandle. Mhlawumbe kungakuhle wakhe igunjana elingaphandle okuzoqoqelwa kulona isikhwehlela.	Isikhwehlela kumele siqoqelwe ngasese endaweni engaphandle kwetende. Mhlawumbe kungakuhle wakhe itende ozolisebenzia njengenjana ozooqela kulona isikhwehlela.	Kumele isikhwehlela usiqoqele endaweni engaphandle kwendlu, ngasese.
Izinsizakusebenza ezidingekeyo zokuqoqa isikhwehlela	Ujeke wesikhwehlela. Amagilavu, isifonyo esizofakwa yisisebenzi sezempiro, ipeni, ilebulu ozolinamathisela kujeke wesikhwehlela, isikhwama sepulastiki ozofaka kusona ujeke wesikhwehlela, ibhukwana laselaboholethi kanye namaformu afanelekile ozogcwaliswa kuwona imininwangwane yekhasimende.		
Ukulawulwa kokutheleleka nokusabalala kwezifo	Amagumbi okusetshenziswa kuwona kumele abe namafasitela okungenisa umoya.	Amatende kumele abe nezikhalha ezimbili ezicishe zifane namafasitela okungenisa umoya.	Cela imvume yokuvula amafasitela kanye/noma umnyango wendlu ukue kunge umoya.

**Uthi bewazi nje:
Yini ukuzihlolela ngokwakho i-HIV?**

Ukuzihlolela i-HIV ngokwakho (HIVST) yinqubo lapho umuntu ofuna ukwazi isimo sakhe se-HIV edonsa igazi, alihlole bese ezhumushela ngokwakhe imiphumela yalokhu, okuyinto evamise ukwenziwa ngasese (11). I-HIVST wukuhlolwa okwenziwa ngumuntu ngokwakhe ngaphambi kokuba aye esikhungweni sezempiro ukuyohlolwa ngodokotela noma abahlengikazi, futhi lokhu akuhlinzeki ngobufakazi obuqanda ikhanda bokuthi umuntu unesifo esithile, kephake kuyamnikeza umuntu ithuba lokuba azihlole ngasese, futhi lokhu kungalikhuphula inani labantu abahlolela i-HIV abayingxene yalabo bantu ezingafinyelanga kubona eziyne izinsizakalo ze-HTS (76).



Kudingeka ubambisano nokusebenzana okuhle ukuze iveni engumahambanendlwana imiswe kahle endaweni efanelekile futhi kugxunyekwe namatende nsukuzonke okuzokwenzelwa kuwona i-HTS engumahambanendlwana. Ilungu ngalinye lethimba le-HTS kumele libambe iqhaza futhi lidlale indima yalo ukuze wonke lo msebenzi uhambe kahle ngaphandle kwezihle.

**Uthi bewazi nje?
Yini igunjana langaphandle okuqoqelwa kulona isikhwehlela?**

Lokhu yndlwanu encane eyakhwe ngaphandle kwezihungo esizimele sodwana, lapho amakhasimende anezimpawu zesifo sofuba engaya khona, ukuze akhiphe isikhwehlela ngasese endaweni engenisa umoya kahle. Le ndlwana kuvamise ukuba yigunjana elingenaso isivalo futhi kumele yakhiwe ngendlela ezongenisa kalula umoya ovela ngaphandle. Lesi sithombe esilapha eceleni sibonisa igunjana lokoqoqa isikhwehlela elakhiwe emva kwezihungo sokuhlolela i-HIV esizimele sodwana, ukuze umuntu akhiphe isikhwehlela eyedwa ngasese (umnyango waleli gumbi ubheke ngasodongweni lwezihungo sokuhlolela i-HIV esizimele sodwana). Ukuqinisekisa ukuthi ungena kahle umoya, uhlangothi olulodwa oluphelele (umnyango) luvulekile, kodwa futhi umoya uyangena nakulezi eziyne izinhlangothi ezintathu. Kunophahla ukuze amakhasimende anganethwa uma kunemvula. Nakuba le ndlwana yakhiwe ngokushesha, kulula ukuyakha futhi akubizi imali eningi.



4. Yini okumele icutshungulwe ngaphakathi kwenqubo yokuhlolela i-HIV?

Lesi sigaba sichaza ngenqubo yokuhlolela i-HIV, futhi sigixa nakweminye yemigomo esemqoka yokuhlinzeka izinsizakalo ezisezingeni eliphezelu.

4.1 Ukwakha isidingo sokulangazelela nokufuna izinsizakalo zokuhlolela i-HIV

Kusemqoka ukuqwashisa abantu nge-CB HTS. Lokhu kungensiwa ngokusebenzisa imikhankaso eghutshwa ngezindlela ezihlukahlkene (bheka iSahluko 2: Ukuxhumana Nababambiqhaza). Ukuqwashisa ngokuhlolela i-HIV kusemqoka uma ufuna ukufinyelela kwizinhlobo zabantu abathile, njengoba kudingeka ukuba umkhankaso wakho nomyalezo uqondiswe kulabo bantu obahlosile.

4.2 Isigcawu sokuhlinzeka ngolwazi ngaphambi kokuhlolela i-HIV

4.2.1 Ulwazi olusemqoka oluphatelene nolwazi oluuhlinzekwa ngaphambi kokuhlolela

Asisekho isidingo sokwelulekwa ngokwengqondo okudansa isikhathi eside ngaphambi kokuba umuntu ahlolele i-HIV (11) njengoba abantu abaningi sebenalo ulwazi mayelana ne-HIV ne-AIDS. Kuhle ukuba uthole ukuthi ikhasimende liyaluqonda yini ulwazi oluthile oluuhlinzeka ngaphambi kokuhlolela i-HIV (11, 76). Kubandakanya lokhu:

- Yini i-HIV futhi idluliseka kanjani.
- Ubudlelwano phakathi kwe-HIV nezifo ezithathwana ngokocansi (ama-STI), futhi nobudlelwane phakathi kwe-HIV nezifo ezingosomathuba (isibonelo, isifo sofuba).
- Izinto ezibeka abantu engcupheni yokuthola i-HIV futhi nencazelo emfushane yezindlela umuntu angazisebenzisa ukuvimbela i-HIV.



4.2.2 Ingabe kumele kuhlwae umuntu oyedwa noma abantu ababili abathandanayo

Esikhathini esiningi ukuhlolela i-HIV kwenzeka phakathi komuntu ngamunye ohlolwayo kye nesibenzin sezempiro esimhlinzeka ngolwazi nokwelulekwa ngaphambi kokuba ahlolwe. Kepha-ke ukuhlolela izithandani kuyindlela enhle yokulekelela abantu ukuba basazi isimo sabo se-HIV, ikakhulukazi amadoda, ngoba phela awavamisle ukulusukumela phezulu udaba lokuhlolela i-HIV uma eghathaniswa nabantu besifazane. (76). Izithandani ngabantu ababili abanobudlelwane obuhubekayo bezocansi (kungaba wubudlelwane phakathi kowesilisa nowesifazane noma ubudlelwane

- Imihlomulo yokuhlolela i-HIV.
- Kusho ukuthini ukuhlolela komuntu kutholakale ukuthi unayo i-HIV kye nokuhlolela komuntu kutholakale ukuthi akanayo i-HIV.
- Izinsizakalo ezikhona umuntu angazisebenzisa uma kutholakala ukuthi unayo i-HIV.
- Ubumfihlo bemiphumela yokuhlolela kye nolunye ulwazi oludalulwe yikhasimende.
- Ilungelo lekhasimende lokwenqaba ukuhlolela i-HIV kye nokunikeza kwesiqinisekiso sokuthi lokho ngeke neze cube nomthelela ongemuhle ekuhlinzekeni kwekhasimende ngezinye izinsizakalo.
- Ithuba lokubusa isibenzini sezempilo imibuzo.

Bheka iSithasiselo 13 ukuze uthole isibonelo samafomu e-HTS angasetshenzisa ukuqopho phansi lonke ulwazi neminingwane yekhasimende ngalinye ephathelene nokwelulekwa ngokwengqondo kye nokuhlolela i-HIV. Kuwuso ukuba nemibhalo yowlazi, imfundiso kye nokuxhumana (ebizwa nge-IEC) ebalwe ngezilimi zendawo, ongayinikeza amakhasimende ukuba ahambe nayo ayozfundela yona emakhaya. Le mibhalo kumele ihlinzeke ngolwazi oluyiqiniso ngokuphelele, kepha futhi kumele ibhalwe ngendlela eyenza cube lula kakhulu ukuoqanda nokulandela lokho okubhalwe. Izithombe kye/nemidwebo kuwuso kakhulu. Mhlawumbe kungakuhle wenze ipheshana eliquetha ulwazi elingangena kwisikhwanyana sokugcina imali namakhadi. Ohlelweni lwethu-ke, sakhiqiza amakhadi agoqekayo amancane (z-cards) angangena ekhukhwini lomuntu (aganje ngokuthi ngama-z cards ngenxa yendlela agoqeka ngayo ahlanganiswe). Bekutholakala ama-z-cards ahlukahlkene aphantelene ne-HIV, i-TB, ama-STI, ukukhulela kye nokuvinjelwa kokudluliseka kwe-HIV isuka kumama ingene kumntwana wakhe (PMTCT). (Bheka iSithasiselo 14 ukuze uthole isibonelo se-z-card ye-HIV.)

Imibhalo ye-IEC, kubandakanya nama z-cards, iyindlela enhle kakhulu yokufundisa amakhasimende ngezempilo. Kumele uqinisekise ngaso sonke isikhathi ukuthi le mibhalo iyatholakala ngelizimi zendawo futhi ibhalwe ngolimi okulula ukulandela nokuluqonda. Kungaba wusizo ukusebenzisa izithombe nemidwebo.

Ithebulu 5.2: Ukuhlola umuntu oyedwa uma kuqhathaniswa nokuhlolwa kwabantu ababili abathandanayo

Ukuhlinzeka ngolwazi nokwelulekwa ngokwengqondo komuntu ngamunye ngaphambi kokuba ahlolwe i-HIV	Ukuhlinzeka ngolwazi nokwelulekwa ngokwengqondo kwezithandani ngaphambi kokuba zihlolelwe i-HIV
Lapha ngumuntu oyedwa kuphela ebantwini ababili abathandanayo ohlinzekwa ngolwazi.	Izithandani zihlinzeka ngolwazi kanyekanye ngesikhathi esifanayo, futhi lokho kwenza ngcono amathuba okuba basiqonde ngokufanayo isimo sabo se-HIV.
Umuntu ngamunye uhlinzeka ngemininingwane yesimo sakhe se-HIV.	Umuntu ngamunye uhlinzeka ngolwazi oluphatelene nesimo sakhe se-HIV, futhi anikezwe nolwazi oluphatelene nesimo se-HIV somlingani wakhe.
Imiyalezo ehlinzeka emva kokuhlolela iqondene nesimo se-HIV somuntu oyedwa kuphela; umuntu kungenzeka acabange ukuthi nomlingani wakhe unesimo se-HIV esifana nesakhe, okuyinto eyiphutha.	Imiyalezo ehlinzeka emva kokuhlolela iqondene nesimo se-HIV sazo zombili izithandani.
Umuntu ngamunye unomthwalo wokuthi cube nguyena ngokwakhe odalula isimo sakhe se-HIV kumlingani wakhe.	Ukudalulwa kwenza se-HIV kwenzeka ngokushesa.
Sizobe singasekho isibenzini sezempilo ukube silekelele izithandani engxoxweni yazo okungenzeka ibe nzima, kubandakanya ukuxabana kye nokubekana icala.	Isibenzini sezempilo senza cube nesimo esiphephile, futhi siyazilekelela izithandani ukuba zixoxe ngezinzima ebezinkaze zixoxe ngazo phambilini, kubandakanya ukugxekana nokubekana icala.
Umuntu uzithathela ngayedwana izinqumo mayelana nokuzivikela, ukwelashwa kye nokunakekelwa.	Izithandani zizithatha ngokuhlanganyela izinqumo mayelana nokuzivikela, ukwelashwa kye nokunakekelwa.
Umuntu ngayedwana unomthwalo wokujinisekisa ukuthi amalungu omndeni kye/noma izingane bahlolela i-HIV.	Abantu bazithatha ngokuhlanganyela izinqumo mayelana nokuhlolwa komndeni noma izingane.



Ucwaningo Iwesigameko: Izithandani ezimbili zasebenzisa ithuba lokuhlolela i-HIV esikhungweni se-HTS esingumahambanendlwana lapho zakwazi khona ukuthatha isinqumo ndawonye ngempilo yazo

NgoNhlaba 2013, kwasungulwa isikhungo sokuhlolela i-HIV esingumahambanendlwana esivila e-DTTC ekhoneni lomgwao omataso emaphathelweni edolobha laseKapa. U-Kenneth noNandi (izithandani ezingashadile) babezihambela nje bedlula ngakule ndawo behamba ngezinyawo. Babeke baxoxa phambilini ngodaba lokuhlolela i-HIV, futhi basebenzisa lelo thuba ukuba bangene kulesi sikhungo bahlolela i-HIV. U-Kenneth wafudukela eNingizimu Afrika esuka kwelaseZimbabwe futhi wayefunda edolobheni laseKapa lapho ahlangana khona noNandi, odabuka esifundazweni saseMpumalanga Kapa. Lezi zithandani zathi zinejinjongo ezifanayo mayelana nempilo ezifuna ukuyiphila esikhathini esizayo futhi kwasekuphele iminyaka emibili bethandana. Bathi basithokozela isigcawu sokuhlinzeka ngolwazi nokwelulekwa ngaphambi kokuhlolwa futhi sabanikeza ugqozi nenkuthazo, njengoba bahlinzekwa lapho ngemiyalezo ecacile mayelana namasu okuvimbela i-HIV nokunciphisa ubungozi bokutheleka. U-Patrick, oyisibenzini sezempilo, wabahlolwa isifo sofuba nezifo ezithathelwana ngokocansi, futhi waxoxisana nabo ngezidindo zokuhlela umndeni. Wathola ngenkathi bexoxisana ukuthi uNandi wayesebenzisa isivimbela-kukhulelwaa esingamaphilisi aphuzwayo.

Bobabili, u-Kenneth noNandi bahlolela i-HIV (futhi imiphumela yokuhlolwa kwabo bobabili yabonisa ukuthi abayo i-HIV). Ngenkathi belulekwa emva kokuhlolwa, lezi zithandani zacela amakhondomu abesilisa, futhi u-Patrick wabanikeza lawo makhondomu. U-Patrick wabe esexoxisana nabo ngemihlomulo yokusokwa kwabesilisa sikhungweni sezempilo ngokuzithandela kwabo. Wabachazela kabanzi ngale nqubo yokusokwa. U-Kenneth wathi unaso isifiso sokusokwa. UNandi wabuza ukuthi kudingeka ukuba balinde isikhathi esingakanani emva kokusokwa ngaphambi kokuba baye ocansini.

Emva kokuxoisana kabanzi ngalokhu, lezi zithandani zavumelana ukuthi kungaba wusizo kuzona zombili ukuba asokwe u-Kenneth. U-Patrick wamthumela esikhungweni sezempilo u-Kenneth, lapho asokwa khona ngempumelelo emva kwezikathi esiyivivi.



Ukukhuthazwa kwezithandani ukuba zihlolelwe i-HIV ndawonye futhi zidalule isimo sazo se-HIV ngokuhlanganyela kuvumela izithandani ukuba zithathe izinqumo eziphusile ngokuhlanganyela, emva kokuba sezihlinzekeni ngalo lonke ulwazi olufanelekile mayelana nezindaba eziphathelene nokuvinjelwa kwe-HIV kye nokuthola abantwana, ezinjengokukhulelwaa nokusebenzisa izivimbela-kukhulelwaa.

4.2.3 Imvume enikezwa emva kokuhlinzekwa ngolwazi olunzulu

Imvume enikezwa emva kokuhlinzekwa ngolwazi olunzulu ikhishwa ngasekupheleni kwasigawu sokuhlinzekwa ngolwazi kanye nokwelulekwa ngokwengqondo. Le mvume isho ukuthi umuntu uhlinzekwe ngalo lonke ulwazi olufanelelekile mayelana nokuhlolela i-HIV futhi, ngokususela kulolo lwazi, unikezwa ithuba lokuba avume noma enqabe ukuhlolela i-HIV (11). Imvume enikezwayo kumele kube yimvume ebhalwe phansi, futhi kumele isayinwe yikhasimende kanye nesisebenzi sezempilo.

Nakuba iminyaka yobudala evumela umuntu ukuba anikeze imvume yehlukile ezweni ngalinye (eNingizimu Afrika iminyaka yokunikeza imvume yiminyaka eyi-12), isisebenzi sezempilo kumele siqinisekise ukuthi ikhasimende liyaqonda ukuthi kungani lihlolwa futhi liyawuqonda umthelela womphumela obonisa ukuthi linayo noma alinayo i-HIV. Kungaba wusizo futhi uma ikhasimende lisho ukuthi licabanga ukuthi lizokwenzenjani futhi lizophatheka kanjani uma lithola omunye wale miphumela. Isibonelo, indlela eliphatheke ngayo esikhathini esedlule ngenkathi lithola umphumela obonisa ukuthi alinayo i-HIV (11). Imvume kumele kube ngebhaliwe phansi; ikhasimende kumele lisayine ifomu lokunikeza imvume. Uma umuntu engakwazi ukufunda nokubhala, kumele ashaye isithupha sakhe ukubonisa ukuthi uvumile ukublolelwu i-HIV.

**Uthi bewazi nje?
Yiluphi ulwazi okumele lufakwe kwimvume
enikezwa emva kokuhlinzekwa ngolwazi
olunzulu?**

Nakuba lolu lwazi lususelwe ikakhulukazi ezimweni ezitholakala eNingizimu Afrika (11), lungaguqulwa kalula ukuze luhambelane nezimo ezihlukahlukene lkhasimende kumele:

- Libe nolwazi mayelana nemihlomulo kanye nemithelela yokwazi isimo salo se-HIV.
 - Liqonde ukuthi linelungelo lokuhoxisa imvume noma nini ngenkathi kuqhube ka inqubo yokuhlolwa.
 - Libe nolwazi mayelana nokutholakala kosizo lokwelashwa; ukunakekelwa nokwesekwa; kanye nezinsizakalo zokuvimbela i-HIV.
 - Liqonde ukubaluleka kokudalula isimo se-HIV kanye nokuhlolwa komlingani/komndeni walo kanye nokutholakala kwe-HTS eqondene nezithandani.
 - Libe nolwazi mayelana nezinqubo ze-HTS.

Kumele ibhalwe phansi imvume, futhi isayinwe yikhasimende kanye nesisebenzi sezempilo.

Uthi bewazi nje? Yini 'i-window period'?

'I-window period' yisikhathi esiphakathi kwenkathi lapho umuntu etheleleke khona nge-HIV kuyofika esikhathini lapho ukuhlolwa kwe-HIV okusheshayo sekukwazi ukuhlonza ubukhona bamasosha omzimba egazini. Umuntu osehaqwe yi-HIV angabathelela abanye abantu nge-HIV nge-window period (76). Inqubomgomu Yokuhlolela i-HIV yaseNingizimu Afrika ikubeka ngokucacile ukuthi umuntu kumele aphinde ahlolwe esikhathini esingamaviki aysithupha kusukela ngosuku okucatshangwa ukuthi watheleleka ngalo, kulabo abantu ababika ukuthi kamuva nje bahlangabezane nesimo esibabeke engcupheni yokutheleleka noma-ke labo abahlangabezana nezimo ezinjalo ngokughubekayo (11).



4.3 Ukuhlolela i-HIV ngokushesha

4.3.1 Ukuhlonza nokubona amasosha omzimba omzimba

Ukuhlolela i-HIV kusebenza ngomgomu wokuhlonza amasosha omzimba alwisanu negciwane lesandulelangculazi (HIV). Leli gciwane liukethe amaphrotheyini ahlukahlukene (izithwali-zifo) okuyinto eholela ekutheni umzimba ukhiqize amasosha ayizivikelamzimba. Amasosha omzimba akhona egazini futhi avinkomba yokutheleka no-e-HIV.

Ukuhlolela i-HIV okusheshayo akulihlonzi igciwane; kepha kuhlonza amasosha omzimba akhinqizwe wumzimba ngenhoso yokulwisana negciwane eselingene emzimbeni. Kusemqoka ukukhumbula ukuthi ukuhlolwa okubonisa ukuthi alikho igciwane emzimbeni akusho ukuthi umuntu akatholelekile. Kuyenzeka ukuhlolwa okusheshayo kubonise ukuthi igciwane alikho emzimbeni uma umuntu esanda kutheleleka futhi ngaleso sikhathi umzimba ungakaqali ukukhqiqa amasosha omzimba awumthamo obonakalayo ('lokhu kubizwa ngesikhathi sokungazibonakalisi kwegciwane, i-window period') (76-87)



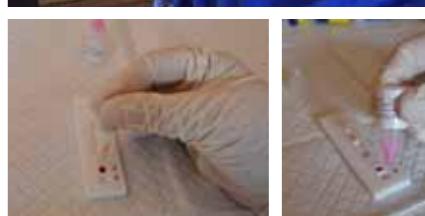
4.3.2 Inqubo yokuhlolela i-HIV

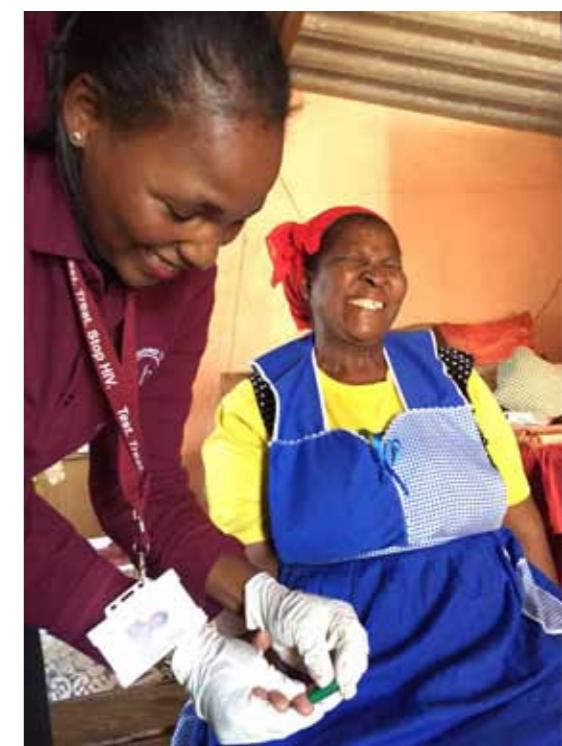
Ukuhlolela i-HIV okuqhutshelwa ngaphakathi emphakathini kumele ngaso sonke isikhathi kwensiwe ngokulandela imihlahlandlala nezinqubo ezibekwe yizwe ngalinye. Kusemqoka futhi ukuqinisekisa ukuthi izinqubo ezibekiwe zilandelwa ngokuphelele futhi akuchezukwa nakancane kuzona ngenhlosa yokuqinisekisa ukuthi ukuhlolela i-HIV kwensiwa ngendlela efanayo ngaso sonke isikhathi futhi kuqinisekiswe nokuphepha, ngenhlosa yokunikeza ikhasimende imiphumela enembayo, eyiqiniso ngokuphelele futhi engenamaphutha. Uhlelo lokuhlolela i-HIV oluqhutshelwa ngaphakathi emphakathini lusebenzisa izinsizakuhlolola zokuhlolela i-HIV ngokushesa. (Bheka iSahluko 7: Ukuqinisekiswa Kwekhwalithi Yezinsizakuhlolola Zokuhlolela i-HIV Okusheshayo).

Siphakamisa ukuba usebenzise lezi zindlela ezilandelayo ngenkathi usebenzisa izinsizakuhlola zokuhlollela i-HIV:

1. Isisebenzi sezempilo kumele sifake amagilavu emva kokuba ikhasimende seliyisayinile imvume.
 2. Bheka usuku lokuphela kwenkhathu sokusethenziswa kwethuluzi olubhalwe ephaketheni lensizakuhlola futhi akumele neze usebenzise ithuluzi eseliphelelwe yisikhathi.
 3. Fudumeza izandla zekhasimende.
 4. Khipha insizakuhlola eyodwa ephaketheni.
 5. Susa ikhava yefoyela evikela umucu wokuhlola (test strip) bese unamathisela isitikha (sticker) emcwini wokuhlola.
 6. Bhala igama lekhasimende noma inombolo yalo engafani neyamanye amakhasimende (ibhakhodi) kwisitikha.
 7. Sula umunwe wokukhomba, umunwe ophakathi noma umunwe wendandatho ngovolo ocviliswe kwikhemikhali kagologo bese uwuyeka kancane umunwe ushaywe wumoya ukuze wome.
 8. Hlabo ngenaliti (automatic lancet) eceleni kwengxene ephambili yomunwe bese ulahla inaliti ngokuphepha kwisiqukathi sezinto zokwelapha ezicijile nezibukhali.
 9. Yehlisa isandla siye phansi ukuze ukhuthaze igazi ukuba lehle liye kwengxene yomunwe ephambili kuze kube neconsi legazi elikhulu eliqoqana emnweni.
 10. Qoqa umthamo wegazi owanele ngokulifaka kwi-glass capillary tube. Gwema amagwebu.
 11. Thintisa umlomo we-capillary tube ku-sample pad yomucu wokuhlola (ungawuthinti umucu wokuhlola ngomlomo we-capillary tube).
 12. Linda lize lingene lonke igazi kwi-sample pad yomucu wokuhlola (kuvamise ukuba nzima ukudonsa iconsana lokugcina legazi; qinisekisa ukuthi uyakukhumbula lokhu ngenkathi udonsa igazi ulifaka ku-capillary tube, okusho ukuthi kumele udonse igazi eliningana impela emnweni).

Abasebenzi bezempilo kumele balandele inquubo yokuhlola efanelekile ngenkathi benza ukuhlolela i-HIV okusheshayo.


 13. Consisela ingxubevange yamakhemikhali (chase buffer) emcwini wokuhlola. Bheka isikhathi esibhalwe kwisitikha. Qinisekisa ukuthi awulithintsi ibhodlela lengxubevange yamakhemikhali emcwini wokuhlola noma egazini eliconsiselwe emcwini wokuhlola.
 14. Funda imiphumela emva kwenkhathu esibekiwe.
 15. Qinisekisa ukuthi kunomugqa (control bar) obonakala ngokucacile okhombisa ukuthi ukuhlolwa kwenzeke ngempumelelo.
 16. Humusha imiphumela yokuhlolwa.
 17. Lahla i-test strip kwisiqukathi esifanelekile sokulahla imfucuza yokwelashwa uma imiphumela usuyibhalile phansi.



Abasebenzi bezempilo kumele balandele inqubo yokuhlolola efanelekile ngenkathi benza ukuhlolela i-HIV okusheshayo.

4.3.3 Landela inqubo ebekiwe

Ungasebenzisa le nqubo elandelayo ebekiwe. Lapha sikuchazela ngenqubo ebekiwe esetshenziswa eNingizimu Afrika (bheka uMfanekiso 1.5 ngezansi).

- Ukuhlola okusheshayo okukodwa noma kokugala kusetshenziswa njengokuhlola kokuhlunga (screening test).
- Uma **ukuhlolola kokuhlunga kubonisa ukungatheleki**, umuntu ohlolwayo unikezwa **umphumela othi akathelelekile**, kepha kumele atshelwe nge-window period (uma esikhathini esifushane esedlule ehangabezane nesigameko esimbeka engcupheni yokuhleleka).
- Uma **ukuhlolola kokuhlunga kubonisa ukuthi uthethelelekile** (unikeza umphumela obonisa ukuthi une-HIV), kumele wenze okunye ukuhlola okusheshayo okuzosetshenziswa **njengokuhlola kokuqinisekisa** (confirmatory test).
- Uma **ukuhlolwa kokuqinisekisa kubonisa ukuthi uthethelelekile**, lowo muntu uthathwa njengomuntu **otholwe ne-HIV**.
- Uma **ukuhlolwa kokuqinisekisa kubonisa**

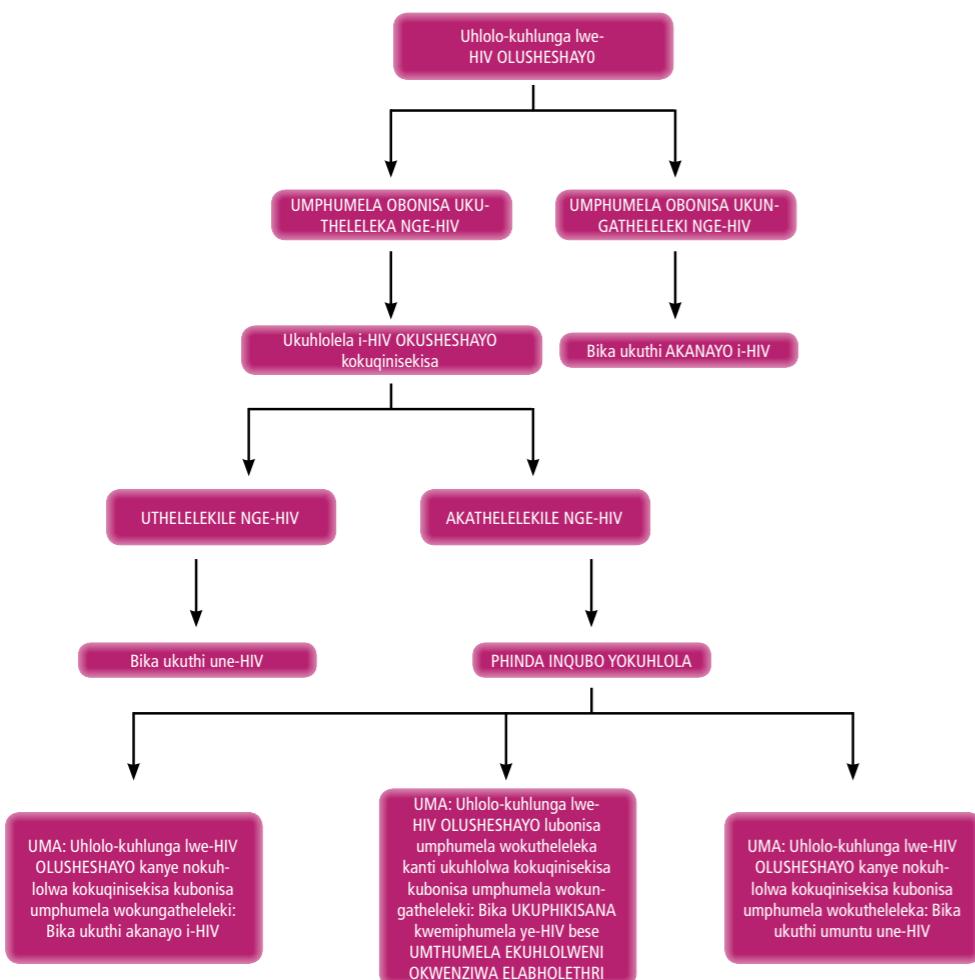
ukungatheleki, qala phansi wenze okunye ukuhlola.

» Uma ukuhlola kokuhlunga kuhinda futhi kubonisa ukutheleka futhi nokuhlolwa kokuqinisekisa kuhinda futhi kubonisa ukungatheleki, lowo mphumela kumele uthathwe **njengomphumela we-HIV ophikisanayo futhi onephutha** (HIV discrepant) (isimo se-HIV somuntu asicacile).

» Kumele kudonswe igazi elizothunyelwa elabholethri ukuze kwensiwi ukuhlola okubizwa nge-enzyme-linked immunosorbent assay (ELISA). Ngumhlengikazi kuphela ongadonsa igazi elizosetshenziswa ekuhlolweni kwe-ELISA, ngakho-ke uma engekho umhlengikazi eduzane kuleso sikhungo, ikhasimende kumele lithunyelwe esikhungweni sezempilo.

» Isimo se-HIV somuntu sizokwaziwa kuphela uma imiphumela yokuhlolwa isibuyile elabholethri.

Bheka iSithasiselo 15 ukuze ubone umboniso okubonisa indlela yokuhumusha imiphumela yokuhlolwa i-HIV okusheshayo.



Umfanekiso 5.1: Inqubo Kazwelonek yaseNingizimu Afrika yokuhlolwa i-HIV

Icebo

Ukwenza i-HTS isebenze kahle

Kuthatha isikhashana impela ngaphambi kokuba imiphumela yokuhlolwa i-HIV ilungele ukufundwa nokuhunyushwa (cishe imizuzu eyi 15-20 futhi lokhu kuzoya ngokohlobo olusetshenzisiwe lvensizakuhlola yokuhlolola i-HIV okusheshayo). Ngesikhathi kusalindwe imiphumela, ikhasimende lingahlizenzwa ngezinye izinsizakalo (bheka isigaba esichaza ngokudidiyelwa kwezinsizakalo ngezansi). Njengoba ezinye izinsizakalo zivamise ukuhlizenzwa ngesinye isibeni sezempilo (esikhathini esiningi lokhu kwensiwi ngumhlengikazi), ikhasimende lizodlulela kwenye indawolapholizotholakhona olunye usizo, okusho ukuthi isibeni sezempilo sokuqala sizothola ithuba lokuhlinzeka ikhasimende elilandelayo emgqeni ngolwazi kanye nokwelulekwa. Lokhu kuzoholela ekutheni ikhasimende ngaline lithole izinsizakalo ezididiyelwe ngesikhashana esincane futhi lokhu kuzolekelela ekunciphiseni isikhathi esichithwa ngamakhasimende elindile emgqeni, njengoba abasebenzi bezempilo bezobezobehlinzeka ngosizo kumakhasimende amanangi ngesikhathi esisodwa. Kepha-ke, kusemqoka ukuqinisekisa ubumfihlo bemiphumela yokuhlolwa i-HIV, ngekhathi kuhlinzeka ngosizo kumakhasimende amanangi ngesikhathi esisodwa.



Lapha ikhasimende elithokozile elithole umphumela wokuthi alikatheleki nge-HIV lichazelwa ngomphumela walo wokuhlolwa i-HIV.

emva kokuhlolwa. Ukwelulekwa okwengenziwe kumele kubandakanye nolwazi lwezempiro oluphathele nokuncishisa kobungozi bukutheleka futhi isibeni sezempilo singeluleka ikhasimende ngokuziphatha okufanelekile, ngenhoso yokuvimbela i-HIV, isibonelo, ukusebenzisa ikhondomu ngaso sonke isikhathi uma liya ocansini. Ikhasimende kumele liphinde limenyewe futhi uma selikulungele ukwazi imiphumela yalo (Kumele iqalwe kabusha inqubo yokuhlolwa i-HIV uma ikhasimende liphinda libuya okwesibili). Bheka isigaba esiphathelene nokwelulekwa okwengenziwe emva kokuhlolwa kwiSithasiselo 13.

4.4 Ukwelulekwa ngokwengqondo okwensiwi emva kokuhlolwa – ukuhlizenzwa kwemphumela yokuhlolwa i-HIV

Isibeni sezempilo sizonikeza ikhasimende imiphumela yokuhlolwa i-HIV ngesikhathi senqubo yokuhlolwa ngokwengqondo okwensiwi emva kokuhlolwa. Imliyalezo eseqoka ehlizenzwayo kumele ihambelane ngqo nemiphumela yokuhlolwa i-HIV.

4.4.1 Uma ikhasimende linquma ukuthi alisafuni ukwazi imiphumela yalo yokuhlolwa i-HIV

Kwesinye isikhathi, kuyenzeka ikhasimende linqume ukuthi alisafuni ukwazi imiphumela yalo yokuhlolwa i-HIV nakuba livumile ekuqaleni ukuhlolwa i-HIV. Lokhu kuyilungelo lekhasimende, futhi livumelekile ukukwenza. Isibeni sezempilo kumele sizame ukuthola ukuthi kungani ikhasimende lingasafuni ukwazi imiphumela yalo bese siphendula nanoma iyiphi imibuso elingaba nayo ikhasimende ephathelene nezinto ezenza ukuba libe novalo. Ukuoxisana nalo, ulibonise ukuthi asikho isidindo sokuba novalo nokwesaba kungenza ukuba ikhasimende liguqule umqondo walo mayelana nokufisa ukwazi isimo salo se-HIV. Uma ikhasimende liqinisekile ukuthi alifuni ukwazi isimo salo, lokho kumele kubhalwe phansiengenathi kuhlinzeka ngokwelulekwa okwengenziwa

4.4.2 Umphumela obonisa ukuthi ikhasimende alinayo i-HIV.

Lesisigcawukumelesigxileekuqinisekiseniukuthi umuntu uhlala engatthelelekile nge-HIV. Ulwazi lwezempiro oluhlinzenzwayo kumele lubandakanye nokwelulekwa okuphathele nokunciphisa ukuziphatha okungaholela ekutheni umuntu atheleleka futhi kumele ulwazi lugxile nasekuziphatheni komuntu ngendlela ezovimbela ukutheleka nge-HIV, futhi ulwazi oluhlinzenzwayo lusoya ngokwesimo sobungozi sekhasimende ngaliney. Labo abake bahlangabezana, esikhathini esifushane esedlule, nezimo ezibabeka engcupheni yokutheleka kumele banikezwu olunye usuku okumele babuye ngalo ukuze baphinde bahlolelw i-HIV. Bheka isigaba esichaza ngokwelulekwa okwengenziwe emva kokuhlolwa, kwiSithasiselo 13. Kuleli qophelo, abasebenzi bezempilo bangeluleka amadoda futhi bawafundise mayelana nokusokwa kwabesilisa ezikhungweni zezempiro

ngokuzithandela kwabo (VMMC) bese bethumela labo abanesifiso sokwenza lokhu esikhungweni sezempilo noma kwenye inhlangoano ehlinzeka ngezinsizakalo zokusoka.

"Esikhathini esiningi, amakhasimende azwakalise injabulo ngomphumela obonisa ukuthi awathelelekile nge-HIV, ikakhulukazi abesifazane abebengakaze bahlolelw i-HIV phambilini. Bavamise ukuthi bajabulile ngemiphumela yabo ngoba abazi ukuthi abalingani babo benzani ngenkathi bengeko ekhaya." - NKK Thabiso Bike (Isibenzeli sezempilo)

4.4.3 Umphumela ophikisanayo ongasicacisi kahle isimo se-HIV

Lesi sigcawu kumele siqinisekise ukuthi ikhasimende liyaonda ukuthi yini umphumela ophikisanayo noma ongasicacisi kahle isimo se-HIV (ukuhlolwa kokuhlunga kubonisa ukuthelelekile nge-HIV, kepha ukuhlolwa kokuqinisekisa kubonisa ukuthi umuntu akathelelekile emva kokulandela inqubo ebekiwe). Ikhaisimende kumele liqonde ukuthi umphumela wokuhlolwa i-HIV ocacile ngeke utholakale ngalesi sikhathi samanje futhi okwamanje isimo sakhe se-HIV sizothathwa njengesingacacile. Isibenzeli sezempilo kumele sichaze ukuthi kusukela manje kuya phambili iyiphi inqubo ezolandelwa ukuqinisekisa isimo se-HIV sekhasimende, futhi lokhu kubandakanya nokudonswa kwegazi bese lithunyelwa elabholothri ukuze kwenziwe ukuhlolwa kwe-ELISA. Amakhasimende kumele athole ukwelulekwa mayelana nokuya ocansini ngendlela ephephile kanye nokusebenzia amakhondomu. Kungasiza futhi ukuxoxisana nekhasimende ngosizo nokwesekwa elingakuthola ngalesi sikhathi songabazane nokungaqiniseki kahle, nokuthi ngobani ikhasimende elingabazisa ngalo mphumela wesimo saldo ongacile. Ikhaisimende kumele linikezwe usuku okumele libye ngalo lizothola umphumela wokuhlolwa kwe-ELISA. Ngenkathi lifika ikhasimende lizolanda imiphumela yalo, lizohlinzekwa ngokwelulekwa okunikezwa emva kokuhlolwa, okuqondene nomphumela obonisa ukuthi lithelelekile noma obonisa kuthi alithelelekile. Bheka isigaba esichaza ngokwelulekwa emva kokuhlolwa kwiSithasiselo 13.

4.4.4 Umphumela obonisa ukuthi ikhasimende line-HIV

Abasebenzi bezempilo kumele baqaphele izendo zekhasimende kanye nendlela eziophathuka ngayo emva kokutshelwa ukuthi umphumela wokuhlolwa i-HIV ubonisa ukuthi lithelelekile; abanye abantu kuyenzeka bashaqeke kakhulu, abanye banqabe ukukholwa lokho abakuzwayo. Abasebenzi bezempilo kumele bawaduduze amakhasimende futhi bawasekele ngokuphelele ngokwenza lokhu okulandelayo:

- ngokunikeza ikhasimende isikhathi sokucabanga nokwetshisa le miphumela;
- ngokulekelela ikhasimende ukuba likwazi ukubhekana nokuphatheka kabi emphefumulweni lwe-ART." (Umhlengikazi oqeqliwi osebenza

- okubangelwa wukuthola ukuthi line-HIV;
- ngokuxoxisana nekhasimende ngalezo zinto elikhathazeke ngazo kakhulu njengamanje futhi ulilekelele ukuba lithathe isinqumo sokuthi ngubani emndenini walo noma kubangani balo ongalilekelela futhi aliqinise idolo kulesi sikhathi elibhekene naso njengamanje;
- ngokuxoxisana nekhasimende mayelana nokudalula umphumela, ubungozi kanye nemihlomulo yokudalula umphumela;
- ngokuhlolola ubungozi bodlame okungenzeka lihlangabeanze nabo ikhasimende kumlingani walo futhi kuxoxiswane ngezinyathelo zokuqinisekisa ukuphepha kwehasimende, ikakhulukazi labo bantu besifazane abahloliwe kwatholakala ukuthi bane-HIV;
- ngokuhlolola nokuhlaziya ubungozi bokuzibulala, ingcindezi yomphefumulo nokudangala kanye neminye imithelela yesimo sengqondo ephathelene nezempiro ebangelwa wukuthola komuntu ukuthi uthelolekile nge-HIV kanye nokudluliselwa kwakhe ezikhungweni lapho ezothola khona usizo olwengeziwe kanye nezeluleko mayelana nokuvimbela i-HIV, ukwelulekwa kanye nokwesekwa;
- ngokuxoxisana nekhasimende mayelana nemigoqo nezithiyo ezivimbela ukuxhunyanisa nosizo lokwelashwa nokunakekelwa; kanye,
- nokuhthaza nokuvumela ikhasimende ukuba libuze eminye imibuzo (11).

Ngenkathi kufinyelela esiphelweni ukwelulekwa okwenziwa emva kokuhlolwa kusemqoka ukuba ikhasimende lisiqonde kahle isimo saldo sokuthelelekwa futhi libe nolwazi oluphelele futhi olucacile mayelana nosizo lokunakekelwa nokwelashwa i-HIV, nokuthi likulungele yini ukufakwa ohlelwani lokwelashwa ngemishanguzo (ART), okuyinto encike kwimihlahlandela yokwelashwa yelizwe ngalinye, nokuthi lizoluthola kuphi usizo lokunakekelwa nokwelashwa i-HIV. Bheka isigaba esiphefumela nokwelulekwa ngokwengqondo emva kokuhlolwa kwiSithasiselo 13.

"Sahlola intombazane eneminyaka eyi-18 siyihlolwa i-HIV, kwatholakala ukuthi ine-HIV. Sayicela ukuba ilinde kancane ngenkathi sisenza ukuhlolwa kwesilinganiso se-CD4 ukuze sihlonze ukuthi ingakanani i-CD4 khawunti emzimbeni wayo. Ngicabanga ukuthi yayisashaqekile futhi ikhathazeke kakhulu njengoba yaphuma yabaleka ingasayithathanga nencwadi yemiphumela yayo noma incwadi yokudluliselwa esikhungweni sezempilo.....sakwazi ukuthola umkhondo wayo saxosisana nayo nge-SMS.....emva kwamaviki amabili yangitshela ukuthi yayisashaqekile kakhulu. Sayiqinisa idolo, sayiduduza, futhi sayinika ithemba. Waletha udadewabo esigcawini esengeziwe sokwelulekwa ngokwengqondo, lapho adalula khona isimo sakhe kudadewabo. Ngokwesekwa ngudadewabo, waqala ukubhekana kangcono nesimo sakhe futhi waqala ukubhekana ngemishanguzo ngaphansi kohlelo lwe-ART." (Umhlengikazi oqeqliwi osebenza

esikhungweni se-HTS esihlinzeka ngezinsizakalo ngaphakathi emphakathini esizimele sodwana).

4.4.5 Amakhondomu ayingxenye yohlelo lokwelulekwa ngokwengqondo okwenziwa emva kokuhlolola i-HIV kungakhathalekile ukuthi uthini umphumela wokuhlolwa

Kungakhathalekile ukuthi uthini umphumela wokuhlolwa i-HIV, isibenzeli sezempilo kumele sixoisane nekhasimende ngodaba lwamakhondomu, silibonise indlela efanelekile yokusebenzia ikhondomu (yabesilisa neyabesifazane) futhi kumele sichazele ikhasimende ngemihlomulo yokusebenzia ikhondomu (ukunciphisa amathuba okutheleleka nokudluliseka kwe-HIV).

Vakashela lama webhusayithi alandelayo ukuthola



Kungakhathalekile ukuthi uthini umphumela wokuhlolwa i-HIV, isibenzeli sezempilo kumele sixoisane nekhasimende ngodaba lwamakhondomu, ngenkathi lihlinzekwa ngokwelulekwa okwenziwa emva kokuhlolwa futhi kumele silibonise indlela efanelekile yokusebenzia ikhondomu ikhasimende uma lifisa ukuboniswa lokhu.



Uthi bewazi nje?
Ingabe amakhondomu awusizo ekuvimbeleni ukukhulelwa nama-STI, kubandakanya ne-HIV?

Uma usebenzia ikhondomu ngendlela efanelekile njalo uma uya ocansini, ingakusiza kakhulu ukugwema ukukhulelwa, futhi isilinganiso sokusebenza kahle kwehondomu ekuvimbeleni ukukhulelwa singafinyelela kuma-98%. Kepha-ke akuwona wonke umuntu okwazi ukusebenzia kahle ikhondomu ngaso sonke isikhathi, ngakho-ke ngokweqiniso isilinganiso sokusebenza kahle kwehondomu singama-82% - okusho ukuthi bayi-18 abantu abakhulelwayo njalo ngonyaka ebantwini abayi-100 abasebenzia ikhondomu yodwa njengendlela yokuvimbela ukukhulelwa (88).

Amakhondomu angakunciphisa ukuthelelekile nokudluliseka kwe-HIV, ngesilinganiso esingafinyelela kuma-70% uma isetshenziswa ngendlela efanelekile futhi ngaso sonke isikhathi yizithandani ezimbili, lapho oyedwa walaba ababili abathandanayo one-HIV eya ocansini nomlingani wakhe ongenayo i-HIV (89) futhi amakhondomu ayawavikela namadoda aya ocansini namanye amadoda (MSM) (90).

Ukusetshenziswa kwamakhondomu enjoloba ngaso sonke isikhathi futhi ngendlela efanelekile kunciphisa amathuba okutheleleka ngama-STI aduliseka ngoketshezi lwsitho sangasese (isib. iklamidiya, isipatsholo kanye ne-trichomoniasis). Amakhondomu angabunciphisa futhi nobungozi bokuthelelekwa ngezifo zocansi ezidala esithweni sangasese (isib. amashashazi esithweni sangasese, ugcunsula kanye nekhankroyidi) – kodwa-ke lokhu kuvikeleka kutholakala kuphela uma ingxenye yesitho sangasese enezilonda imbozwe yikhondomu ngokuphelele (91).

ulwazi mayelana nezinto ongazenza kanye nezinto okungafanele uzenze eziphathelene nokusetshenziswa kwehondomu.

<http://www.ashasexualhealth.org/sexual-health/all-about-condoms/>

<http://www.health24.com/Sex/Great-sex/Condom-dos-and-donts-20120721>

Vakashela lama webhusayithi e-CDC alandelayo ukuze uthole ulwazi mayelana nokuthi ifakwa kanjani futhi ikhishwe kanjani ikhondomu yabesilisa: <https://www.cdc.gov/condomeffectiveness/male-condom-use.html>; futhi

uvakashele kulena elandelayo ukuze uthole ulwazi mayelana nekhondomu yabesifazane: <https://www.cdc.gov/condomeffectiveness/female-condom-use.html>

5. Zingadidiyelwa kanjani ku-HTS izinsizakalo zezempiro ezhlobene nalokhu?

Ziningi izinkinga nezimo zomphakathi ezbibebhethekisa ubhubhane lwe-HIV; kubandakanya ububha, ukungalingani, ukuntuleka kwamathuba omsebenzi kanye nodlame olubhekiswe kwabesifazane (92). Abesifazane basengozini enku lu yokutheleka uma beqathaniswa namadoda (93). Ziningi izimo emphakathini, kuhlanganisa nokuziphatha kwezoncansi okunobungozi (kubandakanya ucansi olungaphophile kanye nokuba nabalingani abanigi ngesikhathi esisodwa) ezenza ukuba abesifazane babhekane nengwadla enku lu yokutheleka nge-HIV. Kusemqoka futhi kuwusizo ukuba izisebenzi zezempiro zibe nolwazi olvanele mayelana nezinto ezifaka abantu engozini yokutheleka, njengoba lokhu kubalekelela ukuba bahlinzeke ngezinsizakalo ezigxile kwikhasimende futhi ezenzelwe ukuhlangabezan ngqo nezidingo ezithile zekhasimende.



Umfanekiso 5.2: I-CB HTS edidiyelwe

5.1 Ukudidiyela ukuhlolela ama-STI, isifo sofuba kanye nokuhlela umndeni esigcawini sokuhlinzeka ngolwazi ngaphambi kokuholela i-HIV

Ukuhololewa izimpawu nezinkomba zezifoo ezesemqoka kungadidiyelwa esigcawini sokuhlinzeka ngolwazi ngaphambi kokuholela i-HIV. Izinhlobo zokuholowa ezhlinzekwe lapha ngezansi zenzeka kalula futhi ziyailekelela isisebenzi zezempiro ukuhlonza izidingo ezengeziwe okungeneka ikhasimende libe nazo, ngaphezu kwsidingo sokuholela i-HIV. Ukudidiyela lokhu kuhlolwa esigcawini sokuhlinzeka ngolwazi ngaphambi kokuholela i-HIV kusho ukuthi wonke amakhasimende ahlolela zonke lezi zimpawu noma izifo, nakuba kunokwenzeka ukuba ngokuhamba kwsikhathi enqabe ukuholela i-HIV. Abasebenzi bezempilo kumele bathole ukueqeshwa okwanele ukujinisekisa ukuthi bawasebeniza ngendlela efanele lawa mathulizi okuholelw izifo.

Imibuzzo yokuholela ama-STI

Abaafazi			Amadoda		
Ukuphuma koketshezi olubonisa isifo esithweni sangasese	Yebo	Cha	Ukuphuma koketshezi olubonisa isifo esithweni sangasese	Yebo	Cha
Izilonda/isimila/ukuvuvukala esithweni sangasese	Yebo	Cha	Izilonda/isimila/ukuvuvukala esithweni sangasese	Yebo	Cha
Izinhlungu esinyeni	Yebo	Cha	Ubuhlungu obushisayo uma umuntu echama	Yebo	Cha

Ukuholangabezan nezidingo zekhasimende kanye nokuhlinzeka ngosizo oluphelele kubandakanya ukuqalisa nokudidiyela izinsizakalo ezifanelekile ku-CB HTS. Ukudidiyelwa kwezinsizakalo akusho nje kuphela ukuhlinzeka ngezinsizakalo ezhlobene esikhungweni esisodwa, kodwafuthi kusho ukuxhumanisa ikhasimende nezikhungo ezhluhalkene kanye nabahlinzeki bezinsizakalo abahlukahlukene (76). Ukudidiyelwa kwezinsizakalo kubandakanya nokudluliselwa kwamakhasimende kwezinye izinsizakalo ezifanelekile, isibonelo, i-VMMC kwabesilisa noma ezenhalakahle lapho abesifazane abahlukumezekile bengathola khona ikhaya elipophile.

Lesi sigaba sigxile ezinsizakalweni ezithile ezingafakwa ku-CB HTS. Izinsizakalo okuhulunyuwa ngazo lapha ngezansi azibandakanyi zonke izinsizakalo ezingadidiyelwa, kepha nje ziyindlela yokubonisa izinhlobo zezinsizakalo ezingadidiyelwa nokukhuthaza abantu ukuba bacabange ngokuthi zingadidiyelwa kuphi ngaphakathi ku-CB HTS.

5.1.2 Ukuhololewa isifo sofuba

ENingizimu Afrika, isifo sofuba yisona sifo esingusomathuba esivamisile ukutholakala kubantu abane-HIV (11). Abantu abangaphezu kwama-50% abatheleka nsuku zonke ngesifo sofuba ngabantu abanakho kokibili i-HIV nesifo sofuba (94). Ukuholonza kwasifo sofuba kusenesikhathi kanye nokuxhunyanisa kwabo nosizo lokwelashelwa isifo sofuba kungakuimbela ukufa kwabantu okungenasidiso. Kumele afundiswe amakhasimende ngezimpawu nezinkomba zesifo sofuba kanye nobuhlobo obukhona phakathi kwesifo sofuna ne-HIV. Ukuhololela isifo sofuba kungasetshenziswa esigcawini sokuhlinzeka ngolwazi ngaphambi kokuholela i-HIV ukuze kuhlolwe ukuthi umuntu akanazo yini izimpawu zesifo sofuba. (Bheka ukuthi ukuholelw izimpawu zesifo sofuba okuhlinzekwe lapha ngezansi kungena kanjani esigcawini sokuhlinzeka ngolwazi ngaphambi kokuholela i-HIV, kwiSithasiselo 13). Leli thuluzi lokuhlolola liquetke imibuzzo emihlanu. Uma ikhasimende lihlinzeka ngempendulo ethi "yebo" kunoma yimuphi umbuzzo lapha, isisebenzi zezempiro kumele siqoqe isikhwehlela kwikhasimende, esizothunyelwa elabholethri ukuze siyoholelw isifo sofuba. Ukuze kuquinisekiswe ukuhambelana kwale nqubo, sicabanga ukuthi kungakuhle ukuba ukuoqwa kwsikhwehlela kudidiyelwe nenqubo yokuholela i-HIV ngokuhamba kwsikhathi; ngesikhathi lapho isisebenzi zezempiro sesiyenzile inqubo yokuholela ikhasimende i-HIV kepha ngenkathi kusadingeka ukuba silinde isikhashana ngaphambi kokuba sikuwazi ukufunda nokuhumusha imiphumela yokuhlolwa. Ukuoqwa kwsikhwehlela kuzochazwa kabanzi lapha ngezansi.

Imibuzzo yokuholela isifo sofuba

Ukukhwehlela >Ngaphezu kwamaviki amabili	Yebo	Cha
Ukuza> ngaphezu kwama-1.5 kg kule nyanga edlule	Yebo	Cha
Imfiva > Ngaphezu kwamaviki amabili	Yebo	Cha
Ukujuuluka ngokweqile ebusu	Yebo	Cha
Ingabe kunomuntu ohlala naye ekhaya noma osondelene naye emsebenzini one-TB?	Yebo	Cha

5.1.3 Ukuhololewa ukuhlela umndeni

Esifweni esiwubhubhane esitholakala emphakathini wonkana, njengaseNingizimu Afrika, lapho ukutholeleka nokudluliseka kwe-HIV kwenzeka ikahkulakazi ngocansi oluphakathi kwabesifazane nabesilisa (15), kusemqoka ukuba isisebenzi zezempiro silufake engxoxweni yaso nekhasimende udaba lokuzala nokuthola abantwana. Isisebenzi zezempiro kumele sizihole izidingo zekhasimende eziphathelene nokuhlela umndeni futhi emva kwalokho sidlulisele ikhasimende esikhungweni zezempiro noma-ke mhlawumbe silihlinzeka ngokwaso ikhasimende ngezivimbela-kukhulelw uma ngaleso sikhathi lingazisebenzi i zivimbela-kukhulelw futhi lingahlosile ukuholelw nokuthola umntwana.

Ukuhololwa okupathelene nokuhlela umndeni kungasetshenziswa ngenkathi kwelulekwa amadoda, futhi nangenkathi kwelulekwa abesifazane. Isisebenzi zezempiro singambuza owesilisa ukuthi umlingani

waso usebenzia nhloboni yesivimbela-kukhulelw futhi simeluleke ngokubaluleka kokuhlela umndeni. Lokhu kuvulela ingxoxo mayelana nokuthi ingabe amakhondomu ayindlela efanelekile yini futhi esebeza kahle yokuvimbela ukukhulelw okungahleliwe kanye nethuba lokuxoxa ngendima eddalwa ngamakhondomu. Ukuvelela okumbaxambilu kubandakanya ukusebenzia olunye uhlobo lwevimbela-kukhulelw kanyekanye namakhondomu.

Ukuhololwa okupathelene nokuhlela umndeni kwensiwa ngendlela ezokwenza ukuba izithandani ziveze ukuthi zisebenzia yiphi indlela yokuhlela umndeni futhi kuvele nokuthi owsifazane akasalelanga yini emua kuleyo nqubo yokuhlela umndeni ayisebenzisayo, ikakhulukazi uma esebeza umjovo. Lokhu kuhlolwa kuyasetshenziswa futhi ukuhlonza ukuthi kunesidindo yini soka izithandani zibuyekeze indlela yokuvimbela ukukhulelw eziyisebenzisayo njengamanje noma ziqale khona njengamanje ukuhlela umndeni uma ingekho indlela yokuvimbela ukukhulelw eziyisebenzisayo. Ukuhololwa okunjengaloku kusebenza kahle kakhulu uma izithandani zithola ukwelulekwa ndawonye ngokuhlanganyela. Kodwa-ke, kumele kusetshenziswe futhi nangenkathi umuntu ethola ukwelulekwa ngayedwana.

Imibuzzo yokuholela ukuHlelw Komndeni (buza amadoda kanye nabesifazane)

Ingabe bayayisebenzisa i-FP?	Yebo	Cha	Indlela abayisebenzisayo:
Ukuvakasha kokugcina ukuyokwenza i-FP:			
Ihlinzekiwe i-FP	Yebo	Cha	N/A
Baduliselwe ku-FP	Yebo	Cha	N/A

Icebo

Qasha abasebenzi bezempilo bomkhakha ofanelekile

Abasebenzi bezempilo bemikhakha ehlukahlukene (kubandakanya abahlengikazi abeqeqeshwa, abahlengikazi abasaeqeqeshwa, abasizi babahlengikazi abasaeqeqeshwa, abeluleki beze-HIV abangenzo iziqu zezempiro) banezindima nobubanzi bokusebenza obuhukahlukene. Indima nobubanzi bokusebenza kuchaza lezo zinqubo (izinhlobo zomsebenzi) isisebenzi zezempiro esivumelekile ukuzenza. Kuvamise ukuba inhlango kazwelonza yemisebenzi yobungoti kwezempiro ibeke izindima nobubanzi bomsebenzi ongenziwa yisisebenzi zezempiro esithile. Qinisekisa ukuthi uyayazi indima nobubanzi bomsebenzi owenziva yisisebenzi zezempiro ezisemikhakheni ehlukahlukene ezweni lakho futhi uqinisekisa nokuthi uqasha izisebenzi zezempiro zomkhakha ofanelekile, ohambelana nezinsizakalo ohlose ukuzihlinzeka. Ngaphezu kwalokho, kumele ubhekisise ukuthi abasebenzi bezempilo baqeleshwa ngokufanelekile futhi banolwazi lwakamuva emkhakheni wabo futhi banazo izitifiketi ezidingekeyo emsebenzini wokuhlinzeka ngalezo zinsizakalo abazohlinzeka ngazo.

5.2 Ukudidiyela ezinye izinsizakalo ezifanelekile ku-HTS ngaphambi kokwelulekwa ngokwengqondo okwenziwe emva kokuhlolwa

Ukuhloliswa i-HIV okusheshayo kuthatha cishe imizuzu eyi 15-20 (lokhu kuya ngohlobo lwensizakuhlol esetshenziswayo) ngaphambi kokuba isisebenzi sezempilo sikwazi ukufunda nokuhumusha imiphumela. Lokhu kuhlinzeka ngethuba lokuba ikhasimende linikezwu ezinye izinsizakalo ezifanelekile ngenkathi lisalindile. Ngokuvamisile, kumele kube nomhlengikazi oqeqeshiwe eduzane ozohlizaka ngezinsizakalo eziningana eziphathelene nosizo lwezempiro nokwelashwa.

Lapha sihlinzeka ngamacebo mayelana nezinye izinsizakalo ezingadidiyelwa kuleli qophelo kwinqubo yokuhlolwa:

5.2.1 Ukuqoqwa kwasikhwehlela sokuhlolela isifo sofuba

Uma ikhasimende linezimpawu zesifo sofuba (njengoba kubonakele ekuhlolweni kwezimpawu zesifo sofuba okwenziwe esigcawini sokuhlinzeka ngolwazi ngaphambi kokuhlolola i-HIV), kuleli qophelo kudingeka kuqoqwe isikhwehlela esizohlolola isifo sofuba (bheka iSithasiselo 16 mayelana nokuqoqwa kwasikhwehlela ngendlela ephephile futhi efanelekile). Ukuhluwlwa kokutheleka kanye nokusabalala kwesifo sofuba kusemqoka impela, kungakhathalekile ukuthi ukuqoqwa kwasikhwehlela kwenzwa esizindeni esingaphakathi emphakathini noma kwenzelwa esikhungweni sezempilo. Qinisekisa ukuthi ukuqoqwa kwasikhwehlela kwenzelwa ngasese endaweni engenisa umoya ngokwanele. Nakuba kuyinqubo enhle ukuba isisebenzi sezempilo sibe seduzane ukute siqaphe ukuqoqwa kwasikhwehlela, kumele siqinisekise ukuthi asimi phambi kwekhasimende ngenkathi likhiqiza isikhwehlela.

Uma kunokwenzeka, kungakuhe ukuba kuqoqwe izikhwehlela ezimbili. Esokuqala kumele siqoqwe ngokushesa bese esesibili siqoqwa emva kwehora elilodwa. Uma ikhasimende lingenaso isikhathisokulinda futhi lijahile, kumele uziqoqe zombili ngesikathi esisodwa izikhwehlela.

Uma sesiqoqiwe isikhwehlela futhi uma isisebenzi sezempilo sesiqinisekile ukuthi isivalo sebhodlela okugcinwe kulona isikhwehlela sivalwe ngci, ujeke wesikhwehlela kumele ufakwe esikhwameni sephepha bese ugcinwa efrijini noma ebhokisini eliqandisayo kuze kufike isikhathisokulinda lapho lokhu kuhanjiswa elabholethri kuyohlolwa. Isisebenzi sezempilo kumele sigcwaliwe wonke amaphephafanalekile (adingwa ylabholethri ezohlola isikhwehlela isihlolola isifo sofuba, isibonelo, ifomu lokucela ukuhlolola isifo sofuba) ukuqinisekisa ukuthi kutholakala imiphumela eqondene ngqo nalelo khasimende eliholiwe. Ikhophi yefomu lokucela



Isisebenzi sezempilo kumele sifake isifonyo kanye namagilavu ngenkathi silekelela ikhasimende elinezimpawu zesifo sofuba ukuba likhiqize isikhwehlela.

Icebo

Sebenzia isifonyo ngenkathi uqoqa isikhwehlela

Kusemqoka ukuba zonke isisebenzi sezempilo zithole ukuqeqeshwa mayelana nezinyathelo zokulawula ukutheleka kanye nokusabalala kwesifo. Isisebenzi sezempilo kumele ngaso sonke isikhathisokulinda isibonelo ukumele ihlale ikhona ngaso sonke isikhathisokulinda isibonelo. Isisebenzi sezempilo kumele sifake isifonyo kanye namagilavu ngenkathi silekelela ikhasimende elinezimpawu zesifo sofuba ukuba likhiqize isikhwehlela. Ukugqoka isifonyo kuzovikela isisebenzi sezempilo ekuthelekeni ngesifo sofuba uma ikhasimende likhwehlela, ngoba kungenzeka ikhasimende lisabalalise amagiwane ngenkathi likhwehlela. Isifonyo sizovikela isisebenzi sezempilo ukute singahogeli amagiwane aphuma emlonjeni wekhasimende.

ukuhlolwa kumele ithunyelwe nojeke wesikhwehlela. Kungakuhe ukuba isikhwama sephepha (esiqukethe ujeke wesikhwehlela) sifake phakathi esikhwameni sepulastiki bese ifomu eliqandisayo ukuhlolola isifosofubalifakwaghaphakathiesikhwameni sepulastiki. Lokhu kusho ukuthi isikhwehlela sekhasimende kanye namafomu kuzofakwa ndawonye bese kuthunyelwa kanyekanye. Umshayeli kumele ahambise isikhwehlela (esiqinwe kwibhokisana eliqandisayo) elabholethri. Umshayeli kumele ehle enyuka nsuku zonke phakathi kwasikhungo se-CB HTS nelabholethri.

Imiphumela yokuhlolola isifo sofuba kumele ibuyiselwe kwasikhungo se-HTS ivela elabholethri, ngokusebensiza

ifeksi, i-imayili noma-ke umshayeli ahambe ayoyilanda ngokwakhe elabholethri. Kumele kuqokwe umuntu othile ozoxhumana nawo wonke amakhasimende ahlinzeke ngezikhwelola ukute ziyoohlola. Labo okutholakale ukuthi banesifo sofuba kumele bacelwe ukuba beze esikhungweni sokuhlolola i-HIV. Lapha bazothola ithuba lokuba nanoma yimuphi umbuzo abanawo mayelana nesifo sofuba. Isisebenzi sezempilo kumele sibanikeze incwadi ebathumela kunoma yisiphi isikhungo esiqokwe yibona ukute bathole ukwelashela isifo sofuba. Leyo ncwadi kumele ihambisanekophi yencwadi yemiphumela yokuhlolola isifo sofuba evela elabholethri, ebonisa ukuthi ikhasimende linesifo sofuba. (Bheka iSithasiselo 17 ukute ubone isibonelo sencwadi yokudlulisa nokuthumela ikhasimende esikhungweni sezempilo). Labo izikhwehlela zabo zibonisa ukuthi abanoso isifo sofuba bangafonelwa baziswe ngalokhu. Kepha-ke, uma ziqhubeka futhi zibelesa izimpawu nezinkomba kumele babuye ukute bazohloliswa kabusha.

5.2.2 Ukuhloliswa izifo ezingathathelwana

Izifo ezingathathelwana (ama-NCD) yilezo zifo umuntu angazitholi komunye umuntu futhi zibandakanya isifo senhiliyo, izifo eziphathelene nokuphefumula, umdlavaza kanye nesifo sikashukela. Zinezimbangela ezifanayo: ukungadli ukudla okunomsoco, ukubhema, ukungazivocavoci kanye nokuhulupha ngokweqile (95). I-HIV ne-AIDS kanye nama-NCD zinobuhlobo nokuxhumana okuthile; i-HIV ne-AIDS kukhuphula ukuguquka kobungozi bama-NCD kanti ama-NCD wona enza sibe sibi kakhulu isimo sempilo esibangewla yi-HIV ne-AIDS (96, 97, 98). Ngakho-ke kusemqoka ukuba ukuhloliswa ama-NCD nakho kufakwe ngaphakathi ku-CB HTS.

Ama-NCD (ngokufanayo ne-HIV ne-AIDS) adinga ukulawulwa ngokuhlinzeka kolwazi oluphathele nokuvinjelwa kwavo kanye nokunakekelwa. Ukuhloliswa umfutho wegazi ophezulu, isifo sikashukela kanye nekholesteroli kungahlonda ubungozi obukhona bama-NCD. Njengoba ukukhuluphala ngokweqile kuwuphawu lwawo wonke ama-NCD, kungaba wusizo ukukala nokubala inkomba yesilinganiso sesisindo nobude bomzimba (BMI) wekhasimende. Uma kuhkona ubungozi obuhlonziwe, ikhasimende lingadluliselwa ezikhungweni zezempiro ukute lithole ukwelashwa kanye/noma ukunakekelwa okufanelekile.



5.2.2.1 Ukubalwa kweNkomba Yesilinganiso Sesisindo Nobude Bomzimba (BMI)

I-BMI yisilinganiso esiwusizo sesimo somzimba womuntu, esikalwa ngokubheka isisindo kanye nobude bomuntu. Uma umuntu enamafutha amanangi kakhulu emzimbeni lokho kungaholela ekutheni aphathwe yizifo eziphathelene nesisindo somzimba kanye nezinye izinkinga eziphathelene nezempiro, futhi ukuba nesisindo esingaphansi kwaleso esifanelekile nakho kungabeka umuntu engcupheni yokungenwa yizifo. Ukubalwa kwe-BMI kuyinto semqoka impela, ngoba kuyabonisa uma ikhasimende likhuluphela ngokweqile noma uma linesisindo esingaphansi kwsifanelekile, ukute lithunyelwe esikhungweni sezempilo esifanelekile lapho lizothola khona usizo nokunakekelwa.

I-BMI ibalwa ngokuhluwanisa isisindo somzimba womuntu ngesilinganiso sobude bomzimba wakhe. Isibonelo, uma isisindo sakho singamakhilogramu angama-73 futhi ubude bakho bungamamitha angu-1.55, lokho kusho ukuthi i-BMI = 73 / (1.55)2 = 30.38 (ukhuluphela ngokweqile). Isisebenzi zezempiro eziningi zingaqeqesheka ukute zikwazi ukubala i-BMI. Sikucebisa ukuba ufake ubude, isisindo kanye ne-BMI yekhasimende kumarekhodi alo e-HTS. (bheka iSithasiselo 13).

Ukuze uthole ithulizi lokubala i-BMI, vakashela ku:

https://www.cdc.gov/healthyweight/assessing/bmi/adult_bmi/metric_bmi_calculator/bmi_calculator.html

Uma i-BMI ingaphansi kuka 18.5, kusho ukuthi isisindo sakho singaphansi kwsilinganiso esifanelekile.

Uma i-BMI yakho iphakathi kuka 18.5 no 24.9, kusho ukuthi isesilinganisweni esifanelekile.

Uma i-BMI yakho iphakathi kuka 25.0 no 29.9, kusho ukuthi ungumuntu okhuluphela noma onesisindo esingaphezulu kwsifanelekile.

Uma i-BMI yakho ingu 30.0 noma ngaphezulu, kusho ukuthi ukuhluwlwa ngokweqile.

Ukuhluwlwa kwe-BMI kuyinto semqoka impela, ngoba kuyabonisa uma ikhasimende likhuluphela ngokweqile noma uma linesisindo esingaphansi kwsifanelekile, ukute lithunyelwe esikhungweni sezempilo esifanelekile lapho lizothola khona usizo nokunakekelwa.

5.2.2.2 Ukuhlolelwa umfutho wegazi ophezulu

Umfutho wegazi yigama elinikezwa umfutho obangelwa wukushaya kwenhlizyo emithanjeni yegazi, okuyiyona ehambisa igazi kuzo zonke izingxene zomzimba (99). Ukuhlolelwa komfutho wegazi ngokunye kokuhlolwa okusemqoka kakhulu ngoba esikhathini esiningi umfutho wegazi ophezulu uvamise ukungabonisi izimpawu nezinkomba, futhi ngalokho-ke kuba nzima ukuwlonza ngaphandle kokuba umuntu ahlolwe. Umfutho wegazi ophezulu ubukhupula kakhulu ubungozi bokuba umuntu ahlaselwe yisifo senhlizyo kanye nesifo sohlangothi ngoba ubangela ingcindezi nomthwalo omkhulu emithanjeni yegazi nasenhliziyeni.

Kumuntu omdala:

Uma isilinganiso somfutho wegazi sithi 120 mm Hg/ 80 mm Hg – lokho kuthathwa ngokuthi usezingeni elifanelekile.

Uma isilinganiso somfutho wegazi sithi \geq 140 mm Hg/ 90 mm Hg – lokhu kusho ukuthi uphakeme noma uphezulu – ikhasimende kumele lidluliselwe esikhungweni sezempilo

Uma isilinganiso somfutho wegazi sithi \leq 100 mm Hg/ 60 mm Hg - lokhu kusho ukuthi uphansi – ikhasimende kumele lidluliselwe esikhungweni sezempilo

Umuntu odla imishanguzo ye-HIV kungenzeka abe sengcupheni yomfutho wegazi ophezulu (99). Sikucebisa ukuba ufake isikhumbuzo kwirekhodi lakhe le-HTS, ukuze ukhumbule ukuhlinzeka ikhasimende ngosizo olupathelene nalokhu.



Kusemqoka kakhulu ukuhlolelwa umfutho wegazi ngenkathi kwenziwa inqubo ye-CB HTS ngoba phela esikhathini esiningi umfutho wegazi ophezulu awubonisi izimpawu futhi ngalokho nege umuntu akwazi ukuwbona ngaphandle kokuba ahlolwe ngethuluzi elifanelekile.

5.2.2.3 Ukuhlolelwa isifo sikashukela

Isifo sikashukela yisifo lapho amazinga kashukela egagini ephakame ngokweqile. Ezinye zezimbangela kanye nezimo ezinbungozi eziphathelene nesifo sikashukela zibandakanya ukuba nesihlobo emndenini esinesifo sikashukela, ukukhuluphala ngokweqile kanye nomfutho wegazi ophezulu (100). Kukhona futhi nemishanguzo yokudambisa i-HIV ewukhuphulayu ushukela egazini, ngakho-ke abantu abane-HIV abelashwa ngaleylo mishanguzo basengcupheni enkuze yokungenwa yisifo sikashukela (101). Kumele ubheke

ukuthi ikhasimende lakho alinazo yini ezinye zalezi zimpawu kanye nezinye izimo ezinbungozi, futhi kumele lihlolelwe ushukela wegazi uma kunesidingo.

Amakhasimende angadluliselwa esikhungweni sezempilo ukuze ahlizkwe ngokuhlolwa okwengeziwe futhi/noma athole nokwelashwa uma izinga likashukela lingaphezu kuka >7 uma ikhasimende lihlolelwe ngaphambi kokuba lithole okuya ngasethunjini noma lingaphezu kuka >11 uma lihlolelwe emva kokuba selidilie. Amakhasimende avamise ukufika esedilie esikhungweni ezihihlinzeka ngezinsizakalo ngaphakathi emphakathini.



Ukuhlolelwa ushukela ngesikhathini esisodwa nokuhlolelwa i-HIV ngaphakathi emphakathini iyona ndlela esezenza kale kakhulu futhi ephuma phambili yokuhlolelwa isifo sikashukela.

5.2.2.4 Ukuhlolelwa ikholesteroli

Ukuhlolelwa ikholesteroli kwenziwa ikakhulukazi ngenhoso yokuhlolelwa ubungozi besifo senhlizyo (102). Ukuhlolelwa ikholesteroli kumele kuhlinzeka kumakhasimende asengcupheni enkuze yokuhselwa yisifo senhlizyo, njengamakhasimende akhulupheli ngokweqile, amadoda aneminyaka yobudala engama-45 noma ngaphezulu kanye nabesifazane abaneminyaka yobudala engama-55 noma ngaphezulu, umfutho wegazi ophezulu, anezihlobo noma amalungu omndeni ake ahlaselwa yisifo senhlizyo noma isifo sikashukela (103). Kunemishanguzo yokudambisa i-HIV ewakhuphulayu amazinga ekholesteroli. Kumele ulibhekisise ikhasimende lakho ukuthi alinazo yini izimo ezinbungozi bekholesteroli futhi ulidulise liyohlolelwa ikholesteroli uma kunesidingo salokho. Kungakuhle ukuba ufake isikhumbuzo salokhu kwirekhodi le-HTS lekhasimende, ukuze ukhumbule ukubuyekeza izimpawu zekhasimende futhi ulihlinzeke ngosizo olupathelene nalokhu uma kunesidingo

5.2.3 Ukuhlinzekwa kwezinsizakalo zocansi kanye nokuthola abantwana

Izinsizakalo zocansi nokuthola abantwana (SRH) zifaka phakathi izinhlobo eziningana zezinsizakalo, kubandakanya ukuvimbela ukukhulelwa, ukuhlolelwa umdlavuza womlomo wesibeletu, i-PMTCT nama-STI (11). ENingizimu Afrika, iphakeji eyisisekelo yezihsizakalo ze-SRH okumele ididiyelwe ku-HTS ibandakanya ukuhlinzeka kwamakhondomu abesilisa kanye nawabesifazane, ukuhlinzeka kwezinye izinhlobo zokuvimbela ukukhulelwa, okusokwa kwabesilisa esikhungweni sezempilo ngokuzithandela kwabo (VMMC) kanye nokuhlolelwa umdlavuza womlomo

wesibeletu nokwelashwa (104). Ngokubheka izinsizazidu ezikhona, i-CB HTS ingazihlinzeka lezi zinsizakalo ngqo ekhasimendeni noma lidluliselwe esikhungweni sezempilo ukuze liyothola lezi zinsizakalo.

Ukudidiyelwa kwezinsizakalo zokuthola abantwana ku-CB HTS kunemihlomulo ngoba :

- Kunganciphisa ukucwaswa nokukhishwa inyumbazana okuhlobene nokuhlolelwa i-HIV. Abanye abantu abathandi ukuba kwaziwe ukuthi bahlolelwa i-HIV, ngakho-ke kungenzeka bakhulelele futhi bakuthokozele ukuya kumhlinzeki wezinsizakalo ohlinzeka ngezinsizakalo ezinhlobonhlobo, kufaka phakathi nokuhlolelwa i-HIV.
- Kungakhulisa inani lamantombazane asemancane asebeniza izinsizakalo ze-CB HTS. Ubufakazi bemizekelo bukhombisa ukuthi amantombazane amanangi ancamela ukusebeniza izinsizakalo eziqhutshewla ngaphakathi emphakathini uma efuna izivimbela-kukhulelwa esikhundleni sezikhungo sezempilo. Lokhu kuhlinzeka ngethuba lokweluleka lawa mantombazane ukuba ahlolelwe i-HIV futhi alulekwe mayelana nokunciphisa ubungozi obupathelene ne-HIV.

5.2.3.1 Ukuhlinzekwa kwezivimbela-kukhulelwa

Ukusatshalaliswa kwamakhondomu abesilisa kanye nawabesifazane, kanjalo nomboniso wokusetshenzisa kwekhondomu ngendlela efanelekile kumele kudidiyelwe kwinqubo yokwelulekwa okwensiwa emva kokuhlolwa kwavo wonke amakhasimende, kungakhathalekile ukuthi uthini umphumela wavo wokuhlolelwa i-HIV. Kuchaziwe ngalokhu laphengnha, njengengxene yokwelulekwa okwensiwa emva kokuhlolelwa i-HIV.

Umphumela wokuhlolelwa okupathelene nokuhlelwa umndeni (okudidiyelwe esigcawini sokuhlinzeka ngolwazi ngaphambi kokuhlolelwa) uzohlonza futhi ubonise ukuthi sikhona yini isidindo sezinsizakalo zokuvimbela ukukhulelwa. Kuleli qophelo lenqubo ye-CB HTS, isisibenzi sezempilo (umhlengikazi oqequesiwe) sithola ithuba lokweluleka ikhasimende nokuhlinzeka ngezinsizakalo zokuvimbela ukukhulelwa (ezinye izinhlobo zezivimbela-kukhulelwa, hhayi amakhondomu).

Mayelana nezinsizakalo ezihihlinzeka ngaphansi kohlelo lwethu, abahlengikazi abaqequesiwe bahlinzeka ngezivimbela-kukhulelwa ezingamaphilisi kanye nomjovo kumakhasimende esifazane uma ezicelile lezi zinsizakalo, ezikhungweni ezizimele zodwana noma ezikhungweni ezingomahambanendlwana. Ngaphambi kokuba siqalise ukuhlinzeka ngezivimbela-kukhulelwa, abahlengikazi bathola ukupqeleshwa okupathelene nomkhakha wezinsizakalo zocansi kanye nokuthola abantwana, okwabe kubandakanya ingxene yokuhlinzeka ngolwazi kanye nengxene yowukufunda ngokuwenza ngezakho izandla umsebenzi owuqeleshelwayo, futhi lokhu kuqeleshwa kwabe kuhlinzeka yinkampani yangaphandle engunyaziwe ukwenza umsebenzi wokuqelesha. Lokhu

wukuqeleshwa okufanayo nalokho okunikezwa abahlengikazi abaqequesiwe abasebenza ezikhungweni zezempiro zikhulumeni. Abasebenzi bezempilo baqala ukuhlinzeka ngezivimbela-kukhulelwa kumakhasimende ngesikhathni sokuqutshwa kwe-CB HTS kuphela emva kokuba sebethole izitifiketi eziwubufakazi bokuthi sebenolwazi oluphelele lomsebenzi kanye namalaisensi abagunyaza ukuba bakhiphe izivimbela-kukhulelwa.

"Emva kokuba siqalise ukuhlinzeka ngamaphilisi okuvimbela ukukhulelwa, isibalo samantombazane asafunda isikole ayevakashela esikhungweni sethu esizimele sodwana, sakhu kakhulu. Lawa mantombazane ayengathandi ukulanda izivimbela-kukhulelwa esikhungweni sezempilo, lapho kwakunokwenzeka ukuba abonwe ngamalungu omndeni.....bebekuthokozela ukuthi bayakwazi ukusebeniza izinsizakalo zethu bengabonwa ngabantu ababaziyo. Futhi nathi besikwazi ukusebeniza lelo thuba ukubeluleka siphinde futhi sibahlinzeke ngethuba lokuhlolelwa i-HIV." - (Umhlengikazi oqequesiwe ohlinzeka ngezivimbela-kukhulelwa njengengxene ye-CB HTS eddiyelwe)

5.2.3.2 Ukuhlinzekwa kwezinsizakalo zokuhlolelwa ukukhulelwa

Isisebenzi sezempilo singalihlinzeka ikhasimende lesifazane ngethuba lokuhlolelwa ukukhulelwa uma libonisa izimpawu noma izinkomba zokuhulelwa noma ngokususela kulokho elikushilo ngenkathi kwenziwa ukuhlolelwa okupathelene nokuthola abantwana esigcawini esandulela ukuhlolelwa i-HIV (uma kungekho sivimbela-kukhulelwa esisetshenzisa yilovo mutu wesifazane noma-ke mhlawumbe engavamisile ukusebeniza izivimbela-kukhulelwa njalo futhi ngokuqhubekayo). Isizatu esisodwa esikhulu sokudidiyela ukuhlolelwa ukukhulelwa ezinsizakalweni ze-CB HTS wukuhlonza abantu besifazane abane-HIV abakhulelwe futhi emva kwalokho badluliselwe ohlelweni Iwe-PMTCT kanye/noma ezinye izinsizakalo ezifanelekile futhi lokhu kwenzeke ngokushesa ngasekuqaleni kokukhulelwa kwabo.

Abasebenzi bezempilo kumele baqeleshwe kahle futhi ngendlela efanelekile ukuba bakwazi ukweluleka abantu besifazane abasanda kutshelwa ukuthi bane-HIV futhi bakhulelwe. Esikhathini esiningi abesifazane abakulesi simo bazodinga ukwelulekwa ngokwengqondo okwengeziwe.



Ukudidiyela ukuhlolelwa ukukhulelwa ku-CB HTS kuvumela abasebenzi bezempilo ukuba bakwazi ukuhlonza abesifazane abakhulelwe abaphila ne-HIV, futhi emva kwalokho badluliselwe ohlelweni Iwe-PMTCT ngenhoso yokunciphisa ubungozi bokudluliseka kwegciwane lisuka kumama lingene kumntwana engakabelethwa.

Ucwaningo Iwesigameko: Ukuhlinzekwa kwezinsizakalo ezibanzi futhi ezigxile kumkhasimende ngokuphelele

USibongile ngumfundu oneminyaka yobudala eyi-17 owafika esikhungweni sokuhlolela i-HIV esizimele sodwana ezocela ukuhlolela i-HIV ngoba wabe eya ocansini olungavikelekile nesoka lakhe, ayengalithembi neze. USibongile wabonana no-Mavis, isisebenzi sezempilo, esamhlinzeka ngolwazi mayelana nokuthi i-HIV idluliseka kanjani futhi wamchazel a ngokuxhumana okukhona phakathi kwe-HIV nama-STI. U-Mavis wathola ukuthi uSibongile wayengasezibenzisi izivimbela-kukhulelw kodwa futhi wayengafuni ukukhulelw. Wamhlolela ukukhulelw (okwabonisa ukuthi akakhulelw) futhi wamhlolela nezimpawu zamanye ama-STI. U-Mavis wabesekhuluma kabanzo noSibongile ngezindlula ezhlikahlukene zokuvimbela ukukhulelw angakhetha kuzona futhi wamdlulisela esikhungweni sezempilo ukuze ayothola izivimbela-kukhulelw (lesi sikhungo sokuhlolela i-HIV esizimele sodwana sasingahlinziki ngezivimbela-kukhulelw). Imiphumela kaSibongile yokuhlolela i-HIV yabonisa ukuthi akanayo i-HIV.

Lolu cwaningo Iwesigameko lubonisa ngokucacile ukuthi isisebenzi sezempilo salihlinzeka kanjani ikhasimende laso elaliseyintkazi esencane ngezinsizakalo ezibanzi futhi eziqondene ngqo nezidino zalo. Walihlinzeka ngolwazi futhi wadidiyela ngempumelelo ezinye izinsizakalo ezifanelekile ku-CB HTS ngenhlosa yokunciphisa ubungozi besimo esingesihle eyabe ibhekene naso le ntombazane esencane, hhayi nje kuphela i-HIV kepha futhi nobungozi bama-STI nokukhulelw.

5.2.3.3 Ukuhlinzekwa ngolwazi nemfundiso kanye nokudluliselwa ku-VMMC

Isigcawu sokwalekwa ngokwengqondo okuhlinzekwa emva kokuhlolw siyithuba elihle kakhulu lokufaka nenkulomo ephathelene ne-VMMC ngenkathi kuxoxiswana nalawo makhasimende esilisa ahloiwie kwatholakala ukuthi awathelelekile nge-HIV noma ngenkathi kuxoxiswana namakhasimende esifazane acabanga ukuthi mhlawumbe amasoka awo angaba nesifiso sokwenza i-VMMC. I-VMMC ichaza ukuthi umuntu wesilisa uyavuma, ngokuzithandela kwakhe, ukusokwa(ukusikwa kwejwabulesitho somuntu wesilisa) yisisebenzi sezempilo esiqeqeshiwe, ngokuvamile okwenzelwa esikhungweni sezempilo. Kunobufakazi obubonisa ukuthi i-VMMC ibunciphisa ngama-60% ubungozi bokutheleleka nge-HIV, etholakala ngokuya ocansini komuntu wesilisa nowesifazane (105) ngakho-ke i-VMMC ithathwa njengeliney lamasu okuvimbela i-HIV. Kwabesifazane, i-VMMC iyalekela ekunciphiseni ubungozi bokuhlaselwa wumdlavuza womlomo



wesibeletho (106). Kusemqoka ukukhumbula ukuthi nakuba i-VMMC ibunciphisa ubungozi bokutheleleka nge-HIV nama-STI ayibuqedu ngokuphelele, ngakho-ke amadoda asokiwe kumele aqhubeke nokusebenzia amakhondomu.

Uma isisebenzi sezempilo sesilichazelile ikhasimende imihlomuloye-VMMC, kusemqoka ukubasibhale incwadi yokudluliselwa ikhasimende esikhungweni sezempilo, elizohamba nayo liye kulesa sikhungo sezempilo noma enye inhlango ehlizenza ngezinsizakalo ze-VMMC. Noma-ke, esikhundleni sokubhala incwadi, isisebenzi sezempilo singaxhumana nesikhungo sezempilo sibekisele ikhasimende indawo nesikhathi elizohamba ngaso liye esikhungweni sezempilo liyosokwa.

Bheka iSithasiselo 17 ukuze uthole isibonelo sefomu lokudluliselwa kwasiguli esikhungweni sezempilo.

Vakashela kule webhusayithi yaseNingizimu Afrika ukuze uthole ulwazi oluwsizo olupathelene ne-VMMC; <http://www.brothersforlife.org/medical-male-circumcision-mmcc.html>

"Abangani bami bangeluleka ukuba ngijambe ngiyosokwa. Ngalucabangisiza lolu daba, kwangicacela ukuthi lokhu kuzoba wusizo empilweni yami. Ngasokwa mahhala esikhungweni sezempilo. Abahlengikazi babenomusa nothando futhi benakekela, futhi bangitshela konke okwakumele ngikwazi." - Obert Bore, (Ikhasimende, Iminyaka yobudala 26)

Kusemqoka ukuhlinzeka ngezinsizakalo zokuhlolela i-HIV ezibanzi futhi ezikwaziyo ukuhlangabezana nazo zonke izidino zezempiro nokwelashwa zekhasimende.



Ucwaningo Iwesigameko: Ukuqwashisa umphakathi – Ukukhuphula izinga lokusetshenziswa kwezinsizakalo ze-VMMC emphakathini

Umklamo oqhutshelwa ngaphakathi emphakathini okwabe kuhloswe ngawo ukukhuphula izinga lokusetshenziswa kwezinsizakalo ze-VMMC emiphakathini eyishiyagalolunye edolobheni laseKapa namaphethelo waqaliswa yinyunya yabasebenzi i-South African Clothing and Textile Workers Union (SACTWU). Kwaqashwa futhi kwaqeleshwa abagqugquzeli bomphakathi ukuze baqwashise abantu nge-VMMC. U-Joseph waqashwa njengomgqugquzeli womphakathi. Wathola ukueqeshwa ukuze aqonde ukuthi kungani ibalulekile i-VMMC, futhi aqonde nemihlomulo yalokhu kubantu besilisa nabesifazane kanye nolunye ulwazi oluyisisekelo olusemqoka olupathelene nalokhu. U-Joseph wajutshwa ukuba ayosebenza esikhungweni sezempilo sendawo lapho ayexoxisana nabantu besilisa nabesifazane ngaphakathi kuleso sikhungo mayelana ne-VMMC. Ozakwabo baka-Joseph, uBusi no-Nelson, bajutshwa ukuba bavakashela umuzi nomuzi emphakathini, lapho nabo babexoxisana nge-VMMC nabantu emakhaya kanye nasezitaladini. Babegxile ikakhulukazi kwabesilisa nabesifazane abaneminyaka yobudala ephakathi kweyi-12 nama-49.

UBusi wathi wayewachazelamadoda ukuthi ukusokwa kwenza ngcono ngisho nenhanzko yomuntu imbala. Uma indoda ibonisa intshisekelo, wayebhala phansi efomini imininingwane yokuxhumana nayo bese ethumela leyo mininingwane enhloko-hhovisi. Kunomuntu oqokiwe owabe esebenzela enhloko-hhovisi owayexhumana-ke nalowo muntu wesimala amniike imininingwane yesikhathi nosuku azosokwa ngalo. Kwakuvamise ukuba ukusokwa kwenziwe esikhungweni sezempilo sendawo esisodwa esifinyeleka kalula. Uma labo ababezosokwa benenkinga yokuthola izinto zokuhamba beya noma bebuya esikhungweni sezempilo, i-SACTWU yayibahlelel izinto zokuhamba endaweni ethile okuvunyelwane ngayo zibahambise esikhungweni sezempilo. Emva kokusokwa, indoda ngayinye yainikezwa ifomu lokulandeleta eyayihamba nalo ilihambise esikhungweni sezempilo esiseduze nekhaya layo, lapho yayihlinzeka khona ngosizo lokunakekelwa kwasilonda.

I-SACTWU yayilandeleta ngenhlosa yokuthola ukuthi indoda ngayinye yayivakashela yini esikhungweni sezempilo sangakubo ukuze kuyohlolwa isilonda. Emva kwamahora angama-48, ayesuswa amabhandishi. Emva kwezinsuku ezyisikhombisa, sashihiolwa isilonda bese kuqoshwa phansi noma yisiphi isimo esikhombisa ukungapholi kahle kwasilonda. Emva kwezinsuku ezingama-21, kwakudingeka ukuba abasebenzi bezempilo bahlole ukuthi isilonda sesiphole kahle yini. Ngokuvamisile, amadoda awabuyeli esikhungweni sezempilo ukuhambela ukuhlolwa kwehlandla lesithathu. Ngakho-ke i-SACTWU ineloli elingumahambanendlwana elivakashela amadoda emphakathini ukuyohlolwa ukuthi isilonda sinakekelwa kahle yini futhi siphola kahle.



Iloli le-SACTWU elingumahambanendlwana.

Izinto okumele zicutshungulwe futhi zibhekisiswe uma kuqokwa isikhungo sezempilo lapho ikhasimende lizothunyelwa khona ukuze lithole usizo lokunakekelwa kanye/noma lokwelashelwa i-HIV kanye/noma ukwelashelwa isifo sofuba:

- Thola isiqinisekiso sokuthi leso sikhungo sezempilo siyahlinzeka ngosizo lokunakekelwa nokwelashelwa i-HIV kanye/noma ukwelashelwa isifo sofuba.
- Qinisekisa ukuthi ikhasimende lizokwazi ukufinyelela kalula esikhungweni sezempilo ngokuqoka isikhungo esiseduze kwekhaya lekhasimende noma esiseduze nalapho lisebenza khona (isikhathi nezindleko zokugibela kuyinto esemqoka okumele ikhunjulwe ngoba esikhathini esiningi lokhu kuvamise ukuba yisithyo nomgoqo ophazamisa ukufinyelela kwabantu ezinsizakalweni zokunakekelwa nokwelashelwa isifo sofuba).
- Kumele ubhekisisse futhi nokuthi ikhasimende lisijwayele yini noma liyazi yini ukuthi sikuphi leso sikhungo. (amanyi amakhasimende ancama)

ukuya esikhungweni lapho angeke ahlangane khona nomuntu amaziyo, kanti amanye aqoka abasebenzi bezempilo abajwayele).

Incwadi yokudluliselwa esikhungweni sezempilo:

- Kumele iqukathe yonke imininingwane yokuhlolwa nokwelashwa okutholwe yikhasimende ngesikhathhi se-CB HTS.
- Kumele ifakwe emvilophini evaliwe ngenkathi inikezwa ikhasimende.
- Kumele kugcinwe ikhophi kwifayela lerekhodi lezinsizakalo zekhasimende zokuhlolela i-HIV.

Isibonelo sencwadi yokudluliselwa esikhungweni sezempilo siyatholakala kwiSithasiselo 17.



Hlinzeka ikhasimende ngencwadi esemthethweni elizohamba nayo ngenkathi liya esikhungweni sezempilo esiqokwe yilona.

Ngaphezu kwalokho, isisebenzi sezempilo singalidlulisa ikhasimende kwezinye izinsizakalo esibona ukuthi kudingeka ukuba lizithole. Isibonelo, uma ikhasimende linesisindo esingaphansi kwsifanelekile, njengoba lokhu kuhlonzwe ngokubala i-BMI, isisebenzi sezempilo singalidlulisa esikhungweni sezempilo ukuze lithole usizo olwengeziwe lokunakekelwa (izondlamzimba), kepha futhi isisebenzi sezempilo singaqoka ukulidlulisa kulezi zinhlangano ezilandayo:

- inhlango yendawo ehlizeka ngokudla emphakathini (isibonelo, isikhungo esihlinzeka ngesobho); noma
- inhlango egxile ekuqegeheni nasekulekeleleni abantu ukuba bakwazi ukusungula izingadi zabo emphakathini lapho bezotshala khona izithelo nemifino; noma
- inhlango ehlizeka ngamakhono kubantu abangasebenzi, okungamakhono azokwenza ukuba ikhasimende likwazi ukukhiquiza impahla elingayidayisa ukuze lizitholele imali yokuthenga ukudla.

Lezi zinhlangano ziyingxene ybabambiqhaza bezenhlalakahle yomphakathi, okukhulunywa ngabo kwiSahluko 2: Ukuxhumana Nababambiqhaza. Uma i-CB HTS inawo amandla okudluliselwa amakhasimende

kwezinye izinsizakalo (ngaphandle kwezinsizakalo ezihllobene nezempi), lokhu kusekela indlela ebazi yokubheka udaba lwezempi nenhlakahle yabantu, futhi kubonisa ukusetshenziswa kwendlela egxile ezidingweni zekhasimende ngokuphelele.

Lezi zinhlangano zokudlulisa kwekhasimende zincike kulokhu okulandelayo:

- yiziphi izinhlangano nezinsizakalo ezikhona emphakathini;
- isisebenzi sezempilo sinalo yini ulwazi ngalezi zinhlangano/izinsizakalo;
- isisebenzi sezempilo sinayo yini imininingwane yokuxhumana nalezi zinhlangano; kanye nokuthi,
- ikhasimende liyakwamukela yini ukudluliselwa kwenye inhlango noma isikhungo.

Icebo

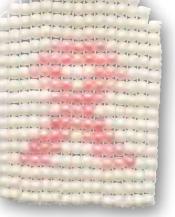
Kumele ubo noluhlu olunemininingwane yakamuva yezinhlango ezifanelekile ezikhona emphakathini wangakini ozodluliselwa kuzona amakhasimende

Yenza uhu lwezinhlango kanye nezinsizakalo ezihlizewa emiphakathini osebenzela kuyona. Ungakwenza lokhu ngaphambi kokuqalisa uhlelo, ngenkathi kubanjwe inqubo yokuxhumana nababambiqhaza (bheka iSahluko 2: Ukuxhumana Nababambiqhaza). Uma usulwenzile uluhlu, kubandakanya nemininingwane yokuxhumana, kumele uqinisekise ukuthi njalo ufaka imininingwane yakamuva kulolu luhlu. Lokhu kuzoba wumthombo owusizo kakhulu ngenkathi amakhasimende edinga ukudluliselwa kwezinye izikhungo, kungacini nje kuphela ngezikhungo zezempi eziphathelene nezempi.

7. Ingabe i-HTS igcina ngokuba ikhasimende lidluliselwe esikhungweni sezempilo?

Impendulo emfushane nje ithi CHA. Enye yezinto ezisemqoka kakhulu ze-CB HTS wukuxunyanisa ngenkuthalo kwamakhasimende nezinsizakalo zokunakekelwa nokwelashelwa i-HIV. Akwanele ukuba kugcinwe nje kuphela ngokuholela i-HIV bese uma kutholakala ukuthi ikhasimende line-HIV linikezwe incwadi yokulidlulisa esikhungweni sezempilo. Kungumsebenzi wesisebenzi sezempilo ukuphela ngezikhungo nezinsizakalo zokunakekelwa nokwelashelwa i-HIV. Njengoba umhlaba umatasatasa usebenzela ukufinyelela emgomweni nomkhawulo obekiwe wama-90-90-90, ukufinyelela kuma-'90' esibili kanye nawesithathu kuncike ekuxhunyanisweni kwamakhasimende ngempumelelo nosizo lokunakekelwa nokwelashwa. ISahluko 6: Ukuxunyanisa Kwekhasimende Nosizo Lokunakekelwa Nokwelashelwa i-HIV sizogxila kulesi shiloko.





ISAHLUKO 6

UKUXHUNYANISWA KWEKHASIMENDE NOSIZO LOKUNAKEKELWA NOKWELASHELWA I-HIV



UKUXHUNYANISWA KWEKHASIMENDE NOSIZO LOKUNAKEKELWA NOKWELASHELWA I-HIV

Sue-Ann Meehan, Kerry Nel kanye no-Blia Yang

“ Akumele sithi ngoba sibona inqubekelaphambili kulokho esikwenzayo, sicabange ukuthi sesiwuphothulile umsebenzi wethu. Kusekuningi kakhulu okusamele sikwenze ngaphambi kokuba siwuphothule umsebenzi.

- Aaron Motoaledi (*UNgqongqoshe Wezempiro waseNingizimu Afrika kusukela ngowezi-2009 kuze kube manje*) ”

Kungani sibalulekile lesi sahluko?

Ukuxhunyaniswa kwekhasimende nosizo lokunakekelwa nokwelashelwa i-HIV kuyisenzo esisemqoka kakhulu esimqhubekisela phambili umuntu kusukela esikhathini okutholakale ngaso ukuthi une-HIV kuyofinyelela esikhathini lapho ehlinzekwa khona ngosizo lokunakekelwa nokwelashelwa i-HIV. Ngakho-ke lokhu kuyinto esemqoka kakhulu ekulawulweni kobhubhane lwe-HIV. INhlangano Yezempilo Emhlabeni (WHO) ilinganisa ekutheni e-sub-Saharan Africa abantu abangama-40% abanolwazi ukuthi baphila ne-HIV

abalutholi usizo lokunakekelwa nokwelashelwa i-HIV.

Abasebenzi bezempilo bangadlala indima enku ekulekeleleni abantu abaphila ne-HIV ukuba baxhunyaniswe nosizo lokunakekelwa nokwelashelwa i-HIV. Lesi sahluko sizohlinzeka ngolwazi mayelana nezigameko ezithile okudlulwe kuzona kanye nezindlela zokusebenza eziphuma phambili ukuze kulekelelw abasebenzi ukuba basebenze ngenkuthalo ekuxhumaniseni amakhasimende abo nosizo lokunakekelwa nokwelashelwa i-HIV oluhlinzekwa ezikhungweni zezempiro.

Yini ozoyifunda kulesi sahluko?

1. Yini ukuxhumanisa nosizo lokwelashwa?
2. Kungani kubaluleke kangaka ukuxhumanisa nosizo lwe-HIV nokwelashwa?
3. Yimiphi imihlomulo yokuxhumanisa nosizo lwe-HIV nokwelashwa?
 - 3.1 Imihlomulo eqondene nomuntu ngayedwana
 - 3.2 Imihlomulo eqondene nomphakathi
4. Kungani abantu bengaxhumanisi nosizo lwe-HIV nokwelashwa?
5. Yiziphi ezinye vezindlela ezinhle kakhulu ezingasetshenziswa ekuxhumaniseni nosizo lwe-HIV nezinsizakalo zokwelashwa ukuze kuhlomule labo abahloliwe ezikhungweni zokuhlolewa i-HIV eziqhutshelwa emphakathini kwatholakala ukuthi bane-HIV?
6. Sazi kanjani uma umuntu ophila ne-HIV esexhunyaniswe nezinsizakalo zosizo lwe-HIV nokwelashwa?

1. Yini ukuxhumanisa nosizo lokwelashwa?

Usizo lokwelashwa (LTC) lwenzeka ngasekupheleni kohlelo lokuholela i-HIV (bheda iSahluko 5: Izinsizakalo Ezibanzi Zokuholela i-HIV Ezigxile Kumakhasimende Ngokuphelele). Lesi yisikhathi lapho ikhasimende lixhunyaniswa khona nezinsizakalo ezifanelekile eziqondene ngqo nezidingo zalo, ngokubheda isimo salo se-HIV (11). Ngokusho kwe-WHO, i-LTC yinqubo yochungechunge Ivezinyathelo zokweseka abantu abahlolelwala i-HIV kanye nalabo okutholakale ukuthi bane-HIV ukuze bahlinzekwe ngezinsizakalo zokuzivikela, ukwelashwa kanye noku-nakekelwa, ezihambelana nesimo sabo se-HIV (107).

Kulabo okutholakale ukuthi bane-HIV, i-LTC yisikhathi esiqala ngenkathi behlolwa kutholakala ukuthi bahe-



Kungakuhle uliphelezele ikhasimende lakho ngenkathi livakashele esikhungweni sezempilo ukuyothola usizo lokunakekelwa nokwelashwa i-HIV.

Uthi bewazi nje?

Yini umehluko phakathi kosizo lokunakekelwa i-HIV oluxhumanisa ngqo (Active LTC) ngenkuthalo kanye nosizo lokunakekelwa i-HIV olungaxhumanisi ngqo (Passive LTC)?

Incabelo elandelayo iyona evamise ukusetshenziswa ukubonisa umehluko phakathi kwaloku okibili.

I-Passive LTC yenzeka uma isisebenzi sezempilo sikhuluma nekhasimende laso futhi silinikeza ulwazi olucacile futhi olungenamaphutha ngesinyathelo esilandelayo okumele lisithathe mayelana nokulawula isimo salo se-HIV. Isisebenzi sezempilo siyalitshela futhi ikhasimende laso ukuthi lingazithola kuphi futhi kanjani izinsizakalo ezifanelekile zokunakekelwa kanye nokwelashewa i-HIV futhi silinikeze nencwadi okumele lihambe nayo ngenkathi livakashele esikhungweni sezempilo lapho lizothola khona usizo.

I-Active LTC yenza okungaphezu kwaloku okushiwo lapha ngenhla. Isisebenzi sezempilo sinikeza ikhasimende lonke ulwazi olufanelekile kanye nencwadi elizohamba nayo ngenkathi livakashela esikhungweni sezempilo, kodwa futhi ngaphezu kwaloko isisebenzi sezempilo sithatha isinyathelo sokuqinisekisa ukuthi ngempela ikhasimende laso liyafinyelela osizweni lokunakekelwa nokwelashwa. Isibonelo, isisebenzi sezempilo sixhumana nekhasimende emva kweviki silihumbuze ukuthi kumele liye esikhungweni sezempilo ukuze lithole usizo lokunakekelwa nokwelashewa i-HIV noma-ke silihuloleze ngenkathi livakashela esikhungweni sezempilo.

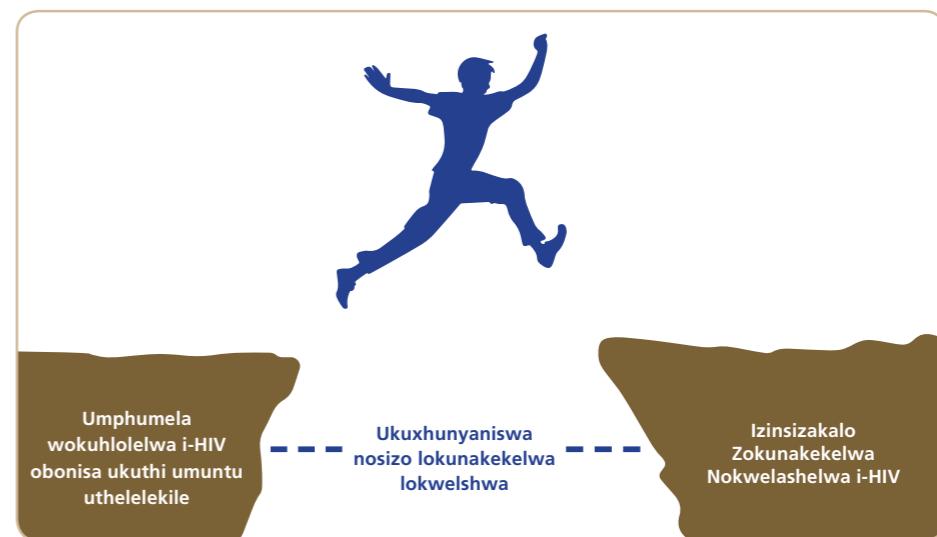
Sincomu ukuba isisebenzi sililekelele ngokuphelele futhi ngenkuthalo ikhasimende laso njengoba kuchaziwe ngaphansi kwe-Active LTC lapha ngenhla.

HIV futhi siphela ngenkathi bethola ukunakekelwa i-HIV kanye/noma usizo lokufakwa ngaphansi kohlelo lokwelashwa ngemishangozo yokudambisa i-HIV (ART) (2). Amakhasimende ahloliwe kwatholakala ukuthi awanayo i-HIV, kungenzaka kudingke ukuba axhunyaniswe nezinsizakalo zokuzivikela ngokubheda izinga lobungozi bokutheleleka abhekene nabo ngenxa yempilo ayiphilayo kanye nokubheda ukuphakama kwenani labantu abatheleleke nge-HIV endaweni. Isibonelo, kungakuhle ukuxhumanisa amadoda angenayo i-HIV nezinsizakalo zokuSokwa Kwamadoda Ezikhungweni Zezempilo Ngokuzithandela Kwawo (VMMC) noma kuxhunyaniswe lawo madoda azijova ngezidakamizwa (ama-IDU) angenayo i-HIV nohlelo lokuhlinzekwa ngezinaliti zomjovo ezhlanzekile mahhala. Ukuze uthole ulwazi olithe xaxa mayelana nezinlelo zokungenelela eziwusizo ezinciphisa ubungozi bokutheleleka nge-HIV, sikucebisa ukuba uvakashele iwebhusayithi yeziKhungo Zokulawula Nokuvimbela Izifo (CDC) ku: <https://www.cdc.gov/hiv/research/interventionresearch/compendium/rr/index.html>.

Lesi sahluko sizogxila ikakhulukazi ekuxhunyanisweni kosizo lokunakekelwa nokwelashewa i-HIV kwabantu abane-HIV, abahlolle futhi batholwa ne-HIV ezikhungweni zokuholela i-HIV eziqhuba umsebenzi wazo ngaphakathi emphakathini (CB HTS) (isibonelo, izikhungo zokuholela i-HIV ezizimele zodwana, izikhungo ezingomahambanendlwana noma izikhungo eziqashela umizi nomuzi), kodwa manje asebedinga usizo lokunakekelwa nokwelashewa i-HIV esikhungweni sezempilo (lokhu kubandakanya izikhungo zezempirozikahulumeni kanye nezikhungo zezempiro eziqimele).

2. Kungani kubaluleke kangaka ukuxhumanisa usizo lwe-HIV nokwelashwa?

Ukuxhunyaniswe kwehlasimende nezinsizakalo zokunakekelwa nokwelashewa i-HIV kuyingxene esemqoka kakhulu yanoma iluphi uhlelo lokuholelwala i-HIV. Lokhu kuyinto ebalulekile uma sifuna ukufinyelela emkhawulweni obekwe yinhlangano i-UNAIDS wama-



Umfanekiso 6.1: Umphumela wokuholelwala i-HIV obonisa ukuthi umuntu uthelelekile

'90-90-90' futhi uma sihlose ukuqedo ubhubhane lwengculazi ngaphambi kokufika konyaka wezi-2020. I-LTC iyibulohlo elisemqoka elixhumanisa ukuholowa kwehlasimende lihlolelwala i-HIV (okungumkhawulo wama-'90' wokualo) kanye nokwelashewa i-HIV (okuwumkhawulo wama-'90' wesibili) (2). Ukuhlinzekwa kwezinsizakalo zokuholela i-HIV ezindaweni lapho abantu bengawazi ukufinyelela ku-LTC noma lapho kunezinsizakalo ze-LTC ezingagculisi neze kunemiholmulo eyingcosana kakhulu kulabo bantu abahloliwe kwatholakala ukuthi bane-HIV (107). Empeleni, uhlelo lwe-HTS lusuke lungaphelele neze ngaphandle kwemizamo yokulekelela abantu ukuba bafinyelele eziwusizo zokunakekelwa nokwelashewa i-HIV.

Abanye abantu abahaqwe yi-HIV 'bayalahleka' esikhathini esiphakathi kokuholowa kwabo okuveze ukuthi bane-HIV kanye nesikhathi sokufakwa kwabo ngaphansi kohlelo lwe-ART (108). I-LTC iyengxene esemqoka kakhulu ye-HTS njengoba iqhubekisela phambili umuntu otheleleke nge-HIV ukuze angene ohlelweni Ivezinsizakalo zokunakekelwa i-HIV (okuyisiga esilandelayo sokwelashewa i-HIV) futhi i-LTC ingalekelela ekunciphiseni inani labantu abangalutholi usizo lokunakekelwa nokwelashewa i-HIV.

Nakuba kunemizamo yokudidiyla izikhungo zezempiro eziqihungweni zokuholela i-HIV eziqhutshewa ngaphakathi emphakathini, i-HTS ehlizmekwa ngama-NPO esikhathini esiningi iwuusizo nokwelashewa oluzimele, olungeyona ingxene yeziwusizo zokuholelwala eziqihungweni zezempiro. Ngenxa yalesi sizathu-ke, kusemqoka ukuba abantu abasanda kuholelwala i-HIV futhi okutholakale ukuthi bathelelekile baxhunyaniswe ngenkuthalo nezinsizakalo zokunakekelwa nokwelashewa i-HIV. Ingxene yokuxhumanisa

Uthi bewazi nje?

Kuchaza ukuthini 'Ukulahleka kwamakhasimende emva kokuba kutholakale ukuthi atheleleke ne-HIV' (LTU)?

'Ukulahleka kwamakhasimende emva kokuba kutholakale ukuthi atheleleke ne-HIV' akuyona into enencabelo eyodwa eyamukelwa nguwo wonke umuntu (107), kepha-ke kuchaza ukulahleka kwamakhasimende ngenxa yokungabuyeli kwawo esikhungweni sezempilo futhi lokhu kuyinto engenzeka kunoma yisiphi isigaba sokwelashewa i-HIV. Kubantu abatheleleke nge-HIV, kusho abantu abangazitholi nakancane izinsizakalo zokunakekelwa nokwelashewa i-HIV emva kokuba behloliwe kwatholakala ukuthi bane-HIV futhi kungasho nalabo bantu abalutholayo usizo lokwelashewa i-HIV ekuqaleni, kodwa bangaqbukeli nokwelashwa. Isikhathi sisemqoka kakhulu ku-LTU ngoba kungenzaka umuntu aphinde abuye futhi ngokuhamba kwsikhathi ohlelweni lokwelashewa i-HIV. Isikhathi esibekiwe sokuhlonzwka kwe-LFTU yisiphi esiyizinsuku eziyi-180 kusukela ngosuku umuntu agcina ngalo ukuvakashela emtholampilo, emva kwalokho angabe esabuyela (109).

Umfanekiso 6.2: Umphumela wokuholelwala i-HIV wukulandelela ngenhloso yokuqinisekisa ukuthi bafinyelelele eziwusizo zokuholelwala i-HIV

kwatholakala ukuthi uthelolekile nosizo lokunakekelwa nokwelashelwa i-HIV esikhungweni sezempilo kuyingxene esemqoka kakhulu yohambo noguuko olusuka ezinsizakalweni zokuhlolela i-HIV kuyiwa ekuqalisweni kohlelo lwe-ART (108).

**Uthi bewazi nje?
Yiziphi izigaba ezilandelanayo
zokwelashwa okuqhubea impilo yomuntu
yonke ngaphansi kohlelo lwe-ART?**

Uhlelo lwezigaba zokwelashwa ezilandelanayo, futhi ezbizwa ngenqubo elandelanayo yokwelashelwa i-HIV, wuhlelo olubalula izigaba ezilandelanayo zokunakekelwa nokwelashelwa i-HIV abadlula kuzona abantu abaphila ne-HIV, kusukela:

Ngenkathi kuphuma umphumela wokuthi umuntu uthelolekile nge-HIV → ukuxhunyanisa nokunakekelwa → ukuqaliswa kosizo lokunakekelwa → ukufakwa ku-ART → ukufekisewa kwenjongo yokudambisa nokunciphisa amandla nobungako begciwane emzimbeni.

**Uthi bewazi nje?
Yini umehluko phakathi kokuxhunyanisa
kwabantu nosizo lokunakekelwa
nokwelashelwa i-HIV, ukugcinwa
kwabantu ngaphakathi ohlelweni
lokunakekelwa nokwelashelwa i-HIV kanye
nokufakwa kwabantu kabusha ohlelweni
lokunakekelwa nokwelashelwa i-HIV? (110)**

Ukuxhunyaniswakabantu nosizo lokunakekelwa nokwelashelwa i-HIV: yinquo yokulekela abantu abaphila ne-HIV ukuba baqale ukuthola izinsizakalo ze-HIV abazidingayo.

Ukugcinwa kwabantu ngaphakathi ohlelweni lokunakekelwa nokwelashelwa i-HIV: ikhasimende liyaqhubea nokuvakashela isikhungo sezempilo futhi liyaqhubea njalo nokuthola ukunakekelwa nosizo oludingekayo. Isibonelo, ikhasimende elisohelweni lwe-ART livakashela njalo emtholampilo ngezinsuku okuthi libye ngazo futhi lifika ngesikhathi esibekiwe ukuzolanda imishanguzo yalo yohlelo lwe-ART.

Ukufakwa komuntu kabusha ohlelweni lokunakekelwa nokwelashelwa i-HIV: umuntu one-HIV obethola ukwelashwa esikhathini esedlule uyabuyela futhi ohlelweni lokwelashwa emva kokuphuma kulolu hlelo isikhashana esithile. Isibonelo salokhu yingenkathi umuntu eqala kabusha futhi ukudla imishanguzo emva kokungena ngaphansi kwasikhathi se-LTFU.

3. Yimiphi imihlomulo yokuxhumanisa ikhasimende usizo lokunakekelwa nokwelashelwa i-HIV?

Ukuxhunyanisa kwekhaisimende nosizo lokunakekelwa nokwelashelwa i-HIV kuwuso ngoba kuxhumanisa abantu abane-HIV nosizo lokwelashwa ngemishanguzo yokudambisa igciwane (ART), futhi ukuba sohlelweni lwe-ART kanye nokunciphisa kobungako kwegciwane emzimbeni, kunemihlomulo emikhulu kumuntu one-HIV kanye nomphakathi wonkana.

3.1 Imihlomulo eqondene nomuntu ngayedwana

Abantu abatelleleke nge-HIV abangalutholi usizo lokunakekelwa nokwelashelwa i-HIV noma abangakutholi ukunakekelwa ngokushesa futhi abaqla i-ART sekwedlule isikhathi basengcupheni yokuba kwenzeke umonakalo omkhulu emasosheni abo omzimba, okungaholela ekutheni bahlaselwe yizifo eziningi ezihllobene ne-HIV, nokulariswa esibhedlala okungaholela ekutheni bagcine beshonile. Kuwuso kakhulu ukuba abantu basheshe bayiqale i-ART ngoba lokho akuliniki igciwane isikhathi sokuzinza kahle nokusabalala ngaphandle kwemithambo yegazi, futhi lokho kwenza ngcono amathuba okunciphisa kobungako begciwane emzimbeni, okusho ukuthi azonciphia namathuba okuba kwenzeke umonakalo emasosheni omzimba futhi kunciphe namathuba okuhlaselwa yizifo ezingosomathuba, isibonelo, isifo sofuba noma inyumoniya (111). Ukwehla kobungako begciwane emzimbeni ngenxa ye-ART kunciphisa futhi nobungozi bukuthelela abanye abantu nge-HIV (107).



Kuwuso ukuba abantu baxhunyanisa nosizo lokunakekelwa nokwelashelwa i-HIV ngokushesa emva kokuthola ukuthi batheleleka.

3.2 Imihlomulo eqondene nomphakathi

Abantu abane-HIV abathola ukwelashwa ngemishanguzo, futhi labo abanobungako begciwane obunciphile emzimbeni yabo, mancane kakhulu amathuba okuba bathelele abanye ngegciwane (113).

Izibalo sezibonisile ukuthi uma bonke abantu behlolelwa i-HIV bese befakwa ngaphansi kohlelo lwe-ART ngokushesa, bancane abantu emphakathini

abazolidlulisa kwabanye igciwane, okuyinto ezonciphisa isibalo sabantu abatellekayo nsukuzonke (114). Nakuba sekubonakele ukuthi i-ART ikunciphisa kakhulu ukudluliseka kwe-HIV, abantu abane-HIV abanobungako begciwane obuphansi emizimbeni yabo kumele baqhubeke nokuzivikela ngenkathi beya ocansini futhi basebenzise ikhondomu ngaso sonke isikhathi uma beya ocansini.

**Uthi bewazi nje?
Yini 'ukunciphisa kobungako begciwane
emzimbeni'?**

Uma umuntu esohlelweni lwe-ART 'buyancipha ubungako begciwane emzimbeni wakhe', okusho ukuthi ubungako begciwane le-HIV egazini lakhe sebhile bafinyelela emazingeni aphanzi kakhulu (112). Lokho akusho ukuthi umuntu uselaphekile, kodwa kusho ukuthi ubungako begciwane egazini sebhile kangangokuba sebunciphe kakhulu ubungozi bokuba igciwane lenze umonakalo emzimbeni. Buyancipha futhi nobungozi bokuthelela umlingani wakho ngenkathi uya naye ocansini futhi buyancipha nobungozi bokuba igciwane lidluliseke lisuka kumama okhulelw lingene kumntwana wakhe ongakazalwa.

**Uthi bewazi nje?
Ngubani ofanelekile ukufakwa ohlelweni
lwe-ART?**

Imihlahlandela ye-WHO icebisa ukuba abantu abane-HIV baqale ukwelashwa ngokushesa emva kokuba behloliwe kwatholakala ukuthi bane-HIV (111). Amazwe amanangi alandela inqubo 'yokuhola nokwelapha wonke umuntu', ebizwa nge-UTT. Lokhu kusho ukuthi bonke abantu abaphila ne-HIV bafanelikele ukufakwa ohlelweni lwe-ART, kungakhathalekile ukuthi singakanani isilinganiso se-CD4 emizimbeni yabo. Sikucebisa ukuba uyifunde futhi uyazi imihlahlandela yokwelashwa esetshenziswa ezweni lakho ukuze abasebenzi bezempilo bakwazi ukweluleka ngendlela efanelekile abantu abasanda kuhlolwa futhi okutholakale ukuthi bane-HIV futhi babatshile nokuthi yini abangayilindela uma bexhunyanisa nosizo lokunakekelwa nokwelashelwa i-HIV.

4. Kungani abantu bengaxhunyanisa nosizo lokunakekelwa nokwelashelwa i-HIV?

I-WHO ilinganisela ekutheni emazweni lapho kushoda khona izimali nezsizazidingo, ikakulukazi esifundeni sase-sub-Saharan Africa, bangafinyelela

kuma-40% abantu abahlolle ngaphansi kohlelo lwe-HTS kwatholakala ukuthi bane-HIV kodwa abangaxhunyanisiwe nosizo lokunakekelwa nokwelashelwa i-HIV (76), futhi kusaloku kuyinto evamisile ukuba abantu bafakwe ohlelweni lwe-ART sesihambe kakhulu isikhathi (76). Uma i-LTC ibaluleke kangako futhi inemihlomulo eminingi kumuntu ngamunye kanye nomphakathi wonke, kungani nje nempela kungashesi ukuxhunyanisa nezsizakalo zokunakekelwa nokwelashelwa i-HIV?

Ziningi izinto okungenzeka zibe nesandla ekutheni abantu bangashesi ukuxhunyanisa nosizo lokunakekelwa nokwelashelwa i-HIV kanye nesibalo esiphansi kakhulu sabantu abafakwa ohlelweni lokunakekelwa nokwelashwa ngokushesa emva kokuhlolelwa i-HIV (76, 115 - 117):

- **Izithiyo eziqondene nezimo zomuntu ngokwakhe ngqo:** ukuba ngumuntu omusha (oneminyaka yobudala eyi-15-24), ukuba novalo lokudalula isimo se-HIV, ukwenqaba ukwamukela isimo se-HIV (noma ukungayethembu imiphumela yokuhlolelwa i-HIV), ukungakutholi ukwesekwa ngumqemane (ukungabi khona kwezimpawu ze-HIV/AIDS emzimbeni), ukungabi nolwazi nokuqonda ukubaluleka kokuxhunyanisa nosizo lokunakekelwa nokwelashelwa i-HIV ngokushesa, ukukholelwa ekuphulukisweni ngokomoya, ukungabi nomuntu omaziyo one-HIV/AIDS, ukuphuza utshwala.
- **Izithiyo eziphathelene nenhalo emphakathini/amasiko:** uvalo lokucwaswa nokukhishwa inyumbazana.
- **Izithiyo eziphathelene nesimo esikhona/ezomnotho:** ukuba matasa kakhulu emsebenzini, izindleko eziphakeme kakhulu zokugibela nokusibenzisa izinto zokuthutha (ukungabi khona kwezinto zokuthutha).
- **Izithiyo eziphathelene nezinhele zezempi/inkinga yezinhele:** ukungadlulisa kahle kwabantu abane-HIV ezikhungweni abazothola kuzona usizo, ukungahlizkwa ngosizo lokubekisa indawo nesikhathi ezikhungweni zezempi emva kokuhlolwa ezikhungweni zokuhlolela i-HIV ezingaphakathi emphakathini, uvalo lwemithelela engathandeki ebangelwa yimishanguzo yokudambisa igciwane, ukulinda isikhathi eside ngaphambi kokuthola usizo ezikhungweni zezempi, abasebenzi bezempilo abangabonisi inhlionipho ezigulini zabo (ukungabi nobungani noma ukuhlinzeka ngosizo ngendlela enokucwasa nokukhipha inyumbanaza).

Umsebenzi wesibenziseli sezempilo wukwenza konke okusemandeni aso ukuqinisekisa ukuthi abantu abasanda kuhlolwa okutholakale ukuthi bane-HIV baxhunyanisa nosizo lokunakekelwa nokwelashelwa i-HIV. Kusemqoka ukuba isisebenzi sezempilo sizigondisile izithiyo ezihlukahukene ezivimbela abantu ekuxhunyanisweni nosizo lokunakekelwa nokwelashelwa i-HIV, ukuze bakwazi ukweluleka

amakhasimende abo ngendlela efanelekile. Ukuunikeza amakhasimende abo ithuba lokuba akhulume ngezinto okungenzeka ziwavimbe futhi bawahlinzeke ngokwelulekwa okufanelekile kungaba wusizo futhi kwenze ngcono namathuba okuba lelo khasimende labo lixhunyaniswe nosizo lokunakekelwa nokwelashelwa i-HIV. Ngaso sonke isikhathi, isisebenzi sezempilo kumele siqinisekise ukuthi ikhasimende liyaqonda ukuthi kubaluleke kangakanani ukuba lithole usizo lokunakekelwa nokwelashelwa i-HIV kanye nokuthi lokhu akugcini nje kuphela ngokuba lizisize lona ngokwalo kepha kusiza futhi nomlingani walo.



Uthi bewazi nje?
Kungenzeka yini ukuba ikilabhu yokugqgqquzelu ukuba abantu baqhubebe nokudla imishanguzo (adherence club) ezinze ngaphakathi emphakathini inciphise izinga lokuyeka kwabantu ukudla imishanguzo?

Amakilabhu okugqgqquzelu abantu angene yezindela ezihlukile zokuhlinzeka abantu abaphila ne-HIV futhi abasohlelweni lwe-ART ngosizo lokunakekelwa kanye nokwelashelwa i-HIV. Amakilabhu alekelela abasebenzi bezempilo ukuba bawkazi ukulawula kahle nokunakekela izindimbane zamakhasimende ngaphandle kokwehlisa izinga lokunakekelwa okuhlinzekwayo (118). Lawo makhasimende adla kahle imishanguzo yavo ngaphansi kohlelo lwe-ART futhi anobungako begciwane obuphansi angadluliselwa kuma-adherence club (119), okungenzeka asungulwe ngaphakathi noma ngaphandle kwesikhungo sezempilo futhi alawulwe ngabasebenzi abangebona ongoti bezokwelapha (118). Lama kilabhu ayalekelela 'ekusheshiseni ukuhlinzeka ngosizo kwabantu abazolanda imishanguzo yabo' (ngalokho kuncishiswe izikhathi zokulinda) futhi kuqinisekiswe ukuthi abantu bayidla kahle imishanguzo futhi bathola ukwesekwa ngontanga (119).



Kusemqoka ukuba abasebenzi bezempilo bakhe ubudlelwane obuhle namakhasimende abo, ukuze bawenze akhululeke futhi bawahlinzeke ngendawo ephephile futhi enethezekile lapho amakhasimende ezobuza khona imibuzo ngokuhululeka futhi azwakalise nezinto eziwakhathazayo.

5. Yiziphi ezinye zezindlela ezinhle kakhulu ezingasetshenzwa ekuxumaniseni usizo lwe-HIV nezinsizakalo zokwelashwa ukuze kuhlomule labo abahloliwe kwatholakala ukuthi bane-HIV ezikhungweni zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini?

Ziningi izinto ezingaba nomthelela ekuxhunyanisweni kwamakhasimende nosizo lokunakekelwa nokwelashelwa i-HIV. Ucwanningo luyabonisa ukuthi maningi kakhulu amathuba okuba umuntu aqalise ukwelashwa uma: esesidalulile isimo sakhe se-HIV kwilungu lomdeni noma kumlingani wakhe (120); uma enesilinganiso se-CD4 khawunti esiphansi (121); futhi, uma ethole incwadi esemthethweni yokudluliselwa esikhungweni sezempilo (120).

Ngezansi sichaza ngezindlela ezimbadlwana ezipuma phambili esizithole ngenkathi senza umsebenzi wethu emphakathini, ezingalekelela ekuqinisekiseni ukuxhunyaniswa kwamakhasimende nosizo lokunakekelwa nokwelashwa, uma zisetshenzwa kanyekanye. Sincoma ukuba abasebenzi bezempilo abenza i-CB HTS benze lokhu:

1. Babambe imihlangano ngendlela efanayo, njalo futhi ngokuqhubekeyo nabasebenzi besikhungo sezempilo. Kule mihlangano kungaboniswana ngezinkinga ezinjengokulindiswa kwamakhasimende isikhathi eside ngaphambi kokuthola usizo noma ukucwaswa okuhlobene nokuvakashela esikhungweni sezempilo ngenhoso yokuyothola usizo. Kubonakala sengathi imihlangano ebanja njalo iwusizo ngoba ivala igebe phakathi komphakathi nesikhungo sezempilo kumakhasimende futhi kungalekela ekunciphiseni inkinga yokulindiswa kwamakhasimende isikhathi eside ngaphambi kokuba athole usizo kanye nokucwaswa okubonakala sengathi kukhona ezikhungweni zezempi.

2. Bakhe ubudlelwane bokwethembana nabasebenzi abengamele eze-HIV ezikhungweni zezempi. Ukuba nobudlelwane obuhle nabasebenzi besikhungo sezempilo kungaholela ekutheni kube nomoya 'wobambiswano', lapho abasebenzi besikhungo sezempilo bewamukela ngezandla ezmhlophe amakhasimende athunyelwe kubona ngabasebenzi bezempilo abasebenza ezikhungweni ze-CB HTS. Lokhu kungaba yisixazululo sesithyo esibangelwa yilokho amakhasimende akubona sengathi wukungabi nabo ubungani kanye nokuphathwa kabi kwezinye izikhungo zezempi.

3. Banikeze ikhasimende incwadi esemthethweni yokulidlisela esikhungweni zezempi ehlinzeka ngemininingwane ecacile futhi ephelele yemiphumela yokuhlolwa kwekhasimende ukuze kungabi nesidingo sokuba isikhungo sezempilo siqale phansi futhi sibahole kabusha. Kumele ubhale

nezimpawu zesifo sofuba, izifo ezithathelwana ngokocansi (ama-STI) noma izifo ezingathathelwana. (Bheka iSithasiselo 17 ukuze uthole isibonelo sencwadi yokudluliselwa kwekhasimende esikhungweni sezempilo.)

4. Sakhe ubudlelwane obuhle nekhasimende. Lalela lokho okushiwo yikhasimende uzame ukuzwisa ukuthi lifuna ukuthini kuwena. Linikeze ithuba lokuzwakala izinto ezilikathazayo noma elingagculisekile ngazo bese uzama ukuthola ukuthi yiziphi izithyo okungenzeka kube yazona ezivimbela ukungaxhunyaniswa kwekhasimende nosizo lokunakekelwa nokwelashelwa i-HIV. Xoxisana nalo ngezinsizadingo okungenzeka libe nazo ezingalekelela ku-LTC. Qinisekisa ukuthi liyakuqonda ukubaluleka nemihlomulo yokuxhunyaniswa nezinsizakalo zokunakekelwa nokwelashelwa i-HIV (nakuba bezizwa bengaguli futhi bengenazo izimpawu ze-HIV).

5. Bekisela ikhasimende lakho indawo esikhungweni sezempilo. Kusemqoka ukuba ikhasimende linikeze usuku oluthile olubekiwe okumele livakashela ngalo esikhungweni sezempilo. Umkhakha wezokucutshungulwa nokuhlaizya kwesimo sengqondo somuntu uyabonisa ukuthi izinhoso nezinhlelo zomuntu (isibonelo, ukuvakashela komuntu esikhungweni sezempilo ngosuku oluthile olubekiwe ukuze ayothola usizo lokwelashelwa i-HIV) kungaba nomthelela omuhle kwindela umuntu enza ngayo izinto (isibonelo, umuntu uyavakashela ngempela esikhungweni sezempilo ngosuku anikeze lona ukuze athole usizo lokwelashelwa i-HIV) (122).

6. Xoxisana nekhasimende nivumelane ukuthi uxozhumana nalo ukuze uthole ukuthi ngempela liyile yini esikhungweni zezempi ngosuku olubekiwe (ukulandeleta). Kumele

ngaso sonke isikhathi uthole imvume yekhasimende ngaphambi kokuba uxhumane nalo ngenhoso yokuthola ukuthi livakashelile yini esikhungweni sezempilo. Maningi amathuba okuthi lizojinisekisa ukuthi liyavakashela esikhungweni sezempilo ukuyokwelashelwai-HIV umalazi ukuthi uxozhumana nalo ngenhoso sokuhola nokulandeleta ekutheni ngempela liyile lapho njengoba bekuvunyelwene.

7. Hlinzeka ngokwelulekwa okwengeziwe. Uma ngenkathi ukhuluma nekhasimende ocingweni uthola ukuthi alikayi esikhungweni sezempilo ukuyothola usizo, linikeze ukwelulekwa ngokwengqondo okwengeziwe ngenhoso yokuthola ukuthi yini lingayanga kanye nezindlela zokususa lezo zithyo ezilivimbile. Esikhathini esinungi umuntu usuke ebhekene nezimo ezingaphezu kwamandla akhe futhi ukuthola ukuthi une-HIV kungaba yinto enzima kakhulu ukubhekana nayo. Lalela lokho okushiwo yikhasimende lakho futhi ngasosonke isikhathi kumele uliphathe kahle kakhulu futhi ngenhloniph (bheka ucwaningo lwsigameko lapha ngezansi).

8. Hlinzeka ngosizo lokuhlolwa kwesilinganiso se-CD4 khawunti esikhungweni osebenzela kusona (POC) CD4. Lokhu kuqondene kuphela nalawo mazwe asenemibandela ebekiwe mayelana nezidino okumele zineliseke ngaphambi kokuba abantu bafakwe kwi-ART. Uma ikhasimende liyazi imiphumela yalo yokuhlolwelwa i-CD4 khawunti lingathola ukwelulekwa ngendela efanelekile mayelana nokufaneleka kwalo ukufakwa ohleweni lwe-ART. Uma ikhasimende (ngokubheka imiphumela yalo yokuhlolwelwa i-CD4 khawunti) lifanelekile ukufakwa kwi-ART, kungenzeka libe nentshisekelo yokuxhunyaniswa nosizo lokunakekelwa nokwelashelwa i-HIV, njengoba lizobe linolwazi lokuthi lizothola ukwelashwa ngokushesha.

Ezinye izincwadi ongazifunda eziqukethe ulwazi

Ucwanningo lwsigameko: 'Ukwenza okukhulu kunalokho okulindelekile' – ngokuhlinzeka ngokwelulekwa okwengeziwe kumakhasimende angakaxhunyaniswa nosizo lokunakekelwa nokwelashelwa i-HIV



Abasebenzi bezempilo abavela e-Desmond Tutu TB Centre (DTTC), bahlinzeka ngokwelulekwa okwengeziwe kulawo makhasimende abengakaxhunyaniswa nosizo lokunakekelwa nokwelashelwa i-HIV. Bawafonala lawa makhasimende, bawacela ukuba bahlangane ukuze bawahlinzeke ngokwelulekwa okwengeziwe. Abasebenzi bezempilo (kubandakanya nabahlengikazi abaqeleshwi) bahlinzeka ngamakhono okwelulekwa okwengeziwenenghoso yokubahlomisa ngolwazi namakhono okweseka amakhasimende angakaxhunyaniswa nosizo lokunakekelwa nokwelashelwa i-HIV. Abasebenzi bezempilo bavakashela amakhasimende emakhaya ngenhoso yokuwahlinzeka ikakhulukazi ngokwelulekwa okwengeziwe.

Akubona bonke abantu ababefuna ukuba kuhlanganelwe emakhaya abo. Ezimwени ezinjalo-ke, abasebenzi bezempilo bahlela ukuhlangana namakhasimende ngaphandle kwamakhaya awo. Kwahlangana namakhasimende ezinkundleni zemidlalo, kwizitodlwana ezingama-spaza (okuyizitodlwana ezincane ezidayisa izimpahla ezihlukahlkene eNingizimu Afrika) izindawo zokugunda izinwele kanye nezinye izindawo ezikhona ngaphakathi emphakathini.

Abasebenzi bezempilo babika ukuthi amakhasimende abebona kungcono futhi kuwusizo ukuhlanganelwa ngaphandle kwekhaya ngoba lapho bebekwazi ukuhlangana baxo kahle ngasese, ikakhulukazi lawo makhasimende abe engakayazisi iminden i yavo ukuthi une-HIV; futhi lokhu bekwenza azizwe sengathi ayazixoxela nje njengokujwayelekile, esikhundleni sokuba azibone engabantu ababhekene nenkinga futhi abagulayo.

mayelana nokuxhunyaniswa kwamakhasimende nosizo lokunakekelwa nokwelashwa:

I-ACTS model (Hlola sakuhlunga isimo, Nikeza imvume, Hlolelwa i-HIV, Thola ukwesekwa), iqukethe imihlahlandlela esebenziseka kalula eqondiswe kubahlinzeki bezinsizakalo zezempiло mayelana nokuthi bangawasekela kanjani amakhasimende abo asanda kuthola imiphumela ebonisa ukuthi ane-HIV. Vakashela le-webhusayithi elandelayo <https://aidsetc.org/resource/acts-model-hiv-testing-adapted-rapid-hiv-testing-and-counseling>

Ukuze uthole ulwazi oluthe xaxa mayelana nezindlela eziphuma phambili emhlabeni zokuxhumanisa amakhasimende nosizo lokunakekelwa nokwelashelwa i-HIV – funda i-WHO's Consolidated Guidelines on HIV-testing Services, 2015:33, etholakalaku: http://apps.who.int/iris/bitstream/10665/179870/1/9789241508926_eng.pdf?ua=1&ua=1

Iwebhusayithi yeZikhungo Zokulawulwa Nokuvinjelwa Kwezifo (CDC) inoluhlu lwezinsizazidingo ezipathelene nezindlela eziphuma phambili zokuxunyaniswa kwamakhasimende kanye nokuqinisekisa ukuthi ayaqhube ka nokudla imishanguzo, olutholakala ku: <https://www.cdc.gov/hiv/research/interventionresearch/compendium/lrc/stratifiedlist.html>

"Mina nginenhlanhla; angizange ngigule ngoba ngasheshe ngaqala ukudla imishanguzo ngokulekelelwa ngabasebenzi bezempilo." - (*Owesilisa oyikhasimende, oneminyaka yobudala engama- 30*)

6. Sazi kanjani uma umuntu ophila ne-HIV esexhunyaniswe nosizo lokunakekelwa nokwelashelwa i-HIV?

Ukuze kutholakale isiqinisekiso sokuthi ikhasimende selixhunyanisive ngempela nosizo lokunakekelwa nokwelashelwa i-HIV kungasetshenziswa lezi zindlela

- (a) ukucela abasebenzi esikhungweni sezempilo somphakathi (lapho ikhasimende lithe lizoya khona liyothola ukwelashwa) ukuba bahlole amarekhodi abo babheke ukuthi ikhasimende selixhunyanisiwe yini nokwelashwa noma (b) ukubuza ikhasimende uchungechunge lwemibuzo ngenhloso yokuthola isiqinisekiso salokhu kanye/noma ulicele ikhasimende ukuba likubonise ikhadi lalo elilinikezwe esikhungweni sezempilo (uma likhona).

Ukuqinisekiswa kwamarekhodi esikhungo sezempilo kuyinkambiso enhle kakhulu. Imiklamo yocwaningo ivamise ukusebenzisa le ndlela ukubika ngamazinga e-LTC nobungako bawo. Izikhungo zezempiro zivamise ukuba nezizindalwazi ezisebenza ngekhompyutha, futhi uma behlinzekwe ngezimvume ezifanelekile, abacwaningi bayakwazi ukungena kulezi zizindalwazi, ngalokho-ke kube lula ukuhlonzia i-LTC (uma kuqhathaniswa nohlelo lokugcina iminininingwane kumafayela angamaphepha).

Uma ungahlinzeki nge-HTS njengengxene yocwaningo, kungenzeka ungakwazi ukungena kumarekhodi agcinwe ngekhompyutha esikhungweni sezempilo futhi ngeke uiythole nemvume yokwenza lokhu. Kumele uhlole amafayela ephepha agcinwe esikhungweni sezempilo (ifayela lesiguli/irejista ye-HTS), kodwa futhi kungenzeka ungakwazi ukukuthola lokhu noma mhawumbe kungabi lula ukukwenza ngoba:

- Kungenzeka amakhasimende angakwazi ukufinyelela kuleso sikhungo sezempilo abethe azovakashela kusona. Akuyona neze into elula ukufonela/ukuvakashela zonke izikhungo zezempiro.
 - Abasebenzi bezikhungo zezempiro bavamise ukuba nomthwalo wokubhekana nezindimbane ngezindimbane zeziguli. Kungenzeka babe matasa kakhulu bangasitholi isikhathi sokuhlola nokubheka amarekhodi amakhasimende.
 - Kungenzeka izikhungo zezempiro zenqabe ukukuhlinzeka ngolwazi oluphathelene

Ucwaningo Iwesigameko: Ukusebenzisa izizindalwazi ezihlukahlukene ocwaningweni 
lokuqinisekisa ukuxhunyaniswa kwekhasimende nosizo lokunakekelwa nokwelashelwa i-HIV

Ucwaningo olwensiwa e-DTTC Iwathola imvume emnyangweni wezempilo kahulumeni kanye naseKomidini Lenkambiso Elungileyo Kwezocwaningo yokuba kuxhunyaniswe isizindalwazi socwaningo senyuesi kanye nesizindalwazi somnyango kahulumeni wezempilo. Kulolu cwaningo, lawo makhasimende ayesanda kutholakala ukuthi ane-HIV noma lawo ayesenesikhashana ephila ne-HIV kepha engakalutholi usizo lokunakekelwa nokwelashelwa i-HIV adluliselwa esikhungweni sezempilo sendawo ukuze ayothola usizo lokunakekelwa nokwelashelwa i-HIV. Abasebenzi bezempilo bawahlinzeka wonke amakhasimende ngezincwadi zokuwadlulisa esikhungweni sezempilo njengengxenye yenqubo ye-LTC.

Abaphathi bocwaningo bakwazi ukuqinisekisa ukuthi yimaphi amakhasimende ayesexhunyanisiwe nosizo lokwelashelwa i-HIV ezikhungweni zezempi. Imenjenya yemininingo yocwaningo yakwazi ukuthola izinombolo zocwaningo zamakhasimende ane-HIV kwizizindalwazi senyuvesi, ezabe zihambisana nezinye izinkomba ezingafani zokuhlonza ikhasimende ngalinye (isibonelo, inombolo yesikhungo sezempilo engafani nezinye, igama, isibongo, usuku lokuzalwa, ikheli lasekhaya kanye neminyaka yobudala). Lokhu kwensiwa ngemvume yamakhasimende enikezwe ngomlomo. Uluhlu lwamakhasimende ane-HIV lwanikezwa abaphathi bocwaningo, ababe sebehlolola imininingo beyiqhathanisa nemininingo egcinwe kwizizindalwazi zomnyango kahulumeni wezempi. Ukusebenzisa le ndlela yokusebenza kwenza ukuba abaphathi bocwaningo bakwazi ukuginisekisa amakhasimende ayesexhunyanisiwe nosizo lokunakekelwa nokwelashelwa i-HIV.

nabantu abahlinzokwe ngosizo lokunakekelwana nokwelashelwa i-HIV. Kungenzeka udinge imvume ekhethekile yokuhlolana nokungena kumarekhodi esikhungo.

uze ukwazi ukuxazulula nokugwema lezi zinselelo, gasebenzisa imininingwane ye-LTC ehlinzekwe amakhasimende ngokwavo, njengenyeye zindlela kuqinisekisa i-LTC. Ukulandelela kusho ukuxhumana khasimende ngenhloso yokuginisekisa i-LTC

(ngokulifonela noma ngokubonana nalo ubuso nobuso).

"Bengikuthola kunzima ukwamukela ukuthi ngine-HIV. Abasebenzi bezempilo bangilekelela futhi bangisekela. Bangivakashela ekhaya futhi bangithumelela nemiyalezo kumakhalekhukhwini wami. Ngaqala ukudla imishanguzo ngaphansi kohlelo lwe-ART noNhlaba 2015." - (Owesilisa oyikhasimende, oneminyaka enama-38)

Icebo
Qinisekisa ukuqoqwa kweminining
esezingeni eliphezulu emthonjeni
wolwazi ovinhloko

Lapho kunokwenzeka, zama ukujinisekisa ukuthi abasebenzi bezempilo baqoqa izinkomba ezingafani nezinye eziningi futhi ngendlela enembayo eziqondene nekhasimende ngalinye. Lokhu kuzonciphisa inani lemininingo eshodayo noma engapelwanga kahle futhi lokhu kuzoxazulula izinsele ezibangelwa ngamaphutha anjengalawa ngenkathi kughathaniswa imithombo vezizindalwazi.

Icebo
Gcina amarekhodi nqendlela efanelekile

Bhala phansi usuku nesikhathi njalo ngenkathi uzama ukuxhumana nekhasimende ngenhoso yokulandelela. Ngenkathi ukhulumha nekhasimende bhala phansi imininingwane yezinto ezibalulekile enikhulume ngazo kanye nezimpendulo ezhilinzekwe yikhasimende ngenkathi liphendula imibuzo yakho. Bheka irekhodi le-HTS kwiSithasiselo 13 elivumela ukuxhumana kahle nekhasimende ukuze kugaliswe ingxoxo yokulandelela.

Izindlela eziphuma phambili zokulandelela ngokuxhumana ngqo nekhasimende ngenhlosi yokuqisekisa i-LTC

- **Thola imininingwane eqondile futhi eyanele yokuxhumana nekhasimende.** Bhala phansi izinombolo zocingo ezimbili noma ngaphezelu (okungenani inombolo yocingo lwasendlini eyodwa kanye nenombolo eyodwa kamakhalekhukhwini). Qinisekisa ukuthi unemininingwane eqondile futhi ephelole yekheli lasekhaya lekhasimende. Bhala phansi yonke imininingwane ebalulekile kanye nanoma yiluphi ulwazi olusemqoka kanye nezakhiwo eziggamile ezizokusiza uma kunesidingo sokuba uvakashele ikhasimende ekhaya.
 - **Isisabenzi sezempilo esihlole ikhasimende yisona okumele silandelele** ngoba phela sesinobudlelwane nokwethembana nekhasimende.
 - **Thumela umyalezo we-SMS** ukuthola ukuthi ungalifonela yini ikhasimende.
 - **Fonela ikhasimende.** Libuze imibuzo efanelekile ukuthola ukuthi ngabe liyile yini esikhungweni sezempilo ukuyothola usizo lokunakekelwa nokwelashelwa i-HIV. Imibuzo ongayibuzu ibandakanya lena; yisiphi isikhungo sezempilo osivakashelile? Ubani okusizile lapho (uhlobo lwestebenzi sezempilo)? Utheni kuwena? Ngabe kukhona ukuhollwaa nokuxilongwa okwenzile lapho esikhungweni? Ubuyela nini khona? Yisiphi isinyathelo esilandelayo okumele senziwe? Uma ikhasimende likwazi ukuphendula yonke le mibuzo, futhi likunikeza imininingwane eyanele futhi egculisayo, kusho ukuthi ngempela liyile esikhungweni sezempilo futhi selixhunyanisiwe nosizo lokunakekelwa nokwelashelwa i-HIV.
 - **Uma ungakwazi ukulithola ikhasimende ukuze ukhulume nalo ocingweni,** phinda futhi ulifonele, kepha ngesikhathi esehlkile futhi ngosuku olwehlukile. Kumele uphinde uzame ukuxhumana nekhasimende okungenani amahlandla amathathu.
 - **Ungawavakashela nasekhaya amakhasimende,** ngoba phela lokhu kuyindlela ekahle yokuhlinzeka ngokweluleka okwengeziwe ngenkathi ubhekene ubuso nobuso nalawo makhasimende angakaxhunyaniswa nosizo lokunakekelwa nokwelashelwa i-HIV.

Kuyisenzo esihle kakhulu
ukuba abasebenzi bezempilo
balandelele amakhasimende
abo; ngokuwathumelela
i-SMS, ngokuwafonela
noma ngokuwavakashela
emakhaya, ukuze bahlole
futhi babheke ukuthi
asexhunyanisiwe yini
nosizo lokunakekelwa
ngokwahashelwa i HIV.





ISAHLUKO 7

UKUQINISEKISWA KWEKHWALITHI YEZINSIZAKALO ZOKUHLOLELA I-HIV



UKUQINISEKISWA KWEKHWALITHI YEZINSIZAKALO ZOKUHLOLELA I-HIV

Michelle Scheepers, Anelet James, Margaret van Niekerk kanye no-Sue-Ann Meehan

“ Umsebenzi ongazange wenviwe yiwona othatha isikhathi eside kakhulu ngaphambili kokuba uphuthulwe.

- JRR Tolkien (*Umbhali odume emhlabenji jikelele; owazalelwafuthi wakhulela e-Bloemfontein, eNingizimu Afrika*) ”

Kungani sibalulekile lesi sahluko?

Amagxathu amakhulukazi enziwe ekunqandeni ubhubhane lwe-HIV emhlabenji jikelele ancike kakhulu kwizinsizakalo zokuhlolela i-HIV ezithembakele futhi ezisebenza kahle. Izinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini (CB HTS) zihlinzekwa ngaphandle kwendawo elawulekile futhi abahlinzeke bezinhlelo kumele baqinisekise ukuthi ikhasimende ngalinye lihlinzekwa ngezinsizakalo zokuhlolela i-HIV ezithembakele futhi ezikhapha imiphumela yokuhlolela i-HIV eyiqiniso, ethembakele futhi enembayo. Ukuba namasu okuqinisekisa ikhwalithi afanelekile kanye nokulandela izinyathelo zokuqinisekisa

ikhwalithi, kuzoqinisekisa ukuthi ngaso sonke isikhathi uhlinzeka ikhasimende lakho ngemiphumela yokuhlolela i-HIV eyiqiniso, ethembakele futhi enembayo.

Lesi sahluko sizogxila ekubalulekeni kokuba nabasebenzi bezempilo abanekhono futhi abaqeqesheke kahle, ukulawulwa kwezingakushisa ngokuqinisekisa ukulandelwa kwemigomo ebekiwe kanye nokuphathwa kwempahla yesikhungo ngendlela efanelekile, ngoba konke lokhu kuhlobene nokuqinisekisa kwekhwalithi. Sizokunikeza amacebo kanye namathuluzi azokulekelela ukuba ukwazi ukugcina izinga eliphezulu lezinsizakalo ze-CB HTS.

Yini ozoyifunda kulesi sahluko?

1. Kuhluke kanjani ukuQinisekisa Kwekhwalithi (QA) ekuLawulweni Kwekhwalithi (QC)?
2. Ungayiqinisekisa kanjani ikhwalithi yamathuluzi okuhlolela isandulelangculazi ngokushesha ezimweni zezinsizakalo zokuhlolela isandulelangculazi eziqhutshelwa emphakathini?
 - 2.1 Abasebenzi abaqeqeshwe kahle futhi abanekhono
 - 2.2 Ukulawulwa kwezinga-kushisa
 - 2.3 Ukulawulwa kahle kwempahla
 - 2.4 Ukuqinisekisa ubuqiniso nokwethembeka kwamathuluzi okuhlolela isandulelangculazi ngokushesha
3. Yiziphi izinto eziqwalekile okumele ziqaqhelwe futhi ziqikelelw njalo?
 - 3.1 Imihlahlandlela yezinto okumele ziqikelelw ezipathelene nendawo okusethenzelwa kuyona
 - 3.2 Imihlahlandlela yezinto okumele ziqikelelw ezipathelene nokuphepha kwabasebenzi

1. Kuhluke kanjani ukuQinisekisa Kwekhwalithi (QA) ekuLawulweni Kwekhwalithi (QC)?

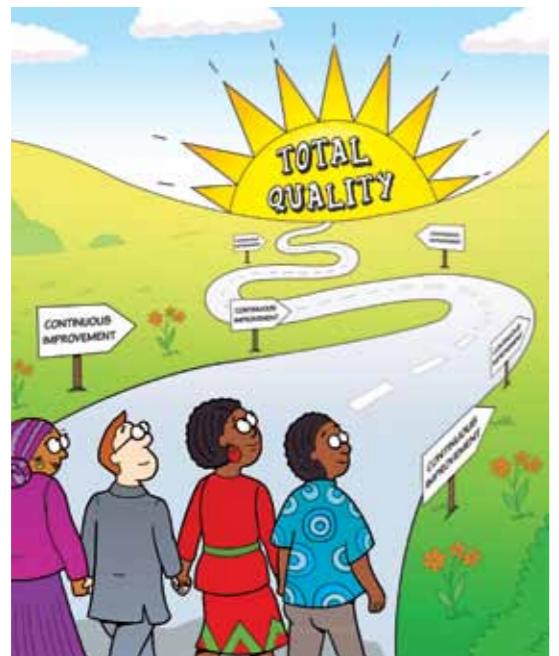
I-QA isho amasu ahlekile assetshenziswa ngenhlos o yokuqinisekisa ukuthi imiphumela yokugcina yokuhlolela i-HIV ngokushesha enikezwa ikhasimende iqondile, iyanemba futhi iyiqiniso ngokuphelele (123). Ngamanye amazwi, i-QA yiqoqo lamasu assetshenziswayo ukuqinisekisa amazinga ekhwalithi.

I-QC yiqoqo lezinyathelo ezidingekayo ukuqalisa ukusebenza kwamasu ngokushesha futhi ngesikhathi esibekiwe, kubandakanya nemisebenzi eyenziwa nsukuzonke ukuqalisa amasu lawo (124). Bhaka Ithebula 7.1 ukuze uthole izibonelo zamasu e-QA kanye nezinyathelo ze-QC ezhlobene nelisu ngalinye.

Ithebula 7.1: Izibonelo zamasu e-QA kanye nezinyathelo ze-QC ezhlobele nalawo masu ezisetshenziswa ngenkathi kwensiwa inqubo yokuhlolela i-HIV ngokushesha

Izibonelo zamasu e-QA	Izibonelo zezinyathelo ze-QC
Qinisekisa ukuthi abasebenzi baqeqeshwe ngokuphelele, banamakhono futhi baykwazi ukwenza umsebenzi wabo ngendlela efanele.	Qeqesa abasebenzi bezimpilo ukuba badonse umthamo owanele wegazi. Qeqesa abasebenzi ukuba bakwazi ukusebenzia umshini wokukala isikhathi.
Qinisekisa ukuthi izingakushisa lilawulwa ngendlela efanele.	Kumele uhlale uliqaphile njalo izingakushisa. Kumele futhi uhlale uliqaphile njalo izingakushisa nasendeleni ngenkathi kuhanjiswa igazi elabholethri.
Qinisekisa ukuthi kunezinsazidino ezanele zokuhlolela i-HIV, futhi ezisebenza kahle.	Kumele uyibale njalo impahlia ekhona. Kumele kuthengwe impahlia ngesikhathi esifanelekile. Hlola usuku lokuphelela yisikhathi sokusebenza kwamathulizi okuhlolela i-HIV okusheshayo. Impahlia ezosheshe iphelele yisikhathi sokusebenza kumele isetshenziswe kuqala, ngaphambi kokusebenzia impahlia esasalelw yisikhathi eside ngaphambi kokuba iphelele yisikhathi.
Qinisekisa ukuthi izindlela eziwayelekile zokuqikelela nokuqinisekisa ukuphepha zisebenza kahle futhi zibhekwe ngeso lokhozi.	Gqoka amagilavu amasha njalo ngenkathi usiza ikhasimende ngalinye. Sebenzisa iziqukathi eziwayelekile ukularha izinto ezibukhalu nemfucuza yokwelapha.
Qinisekisa ukugcinwa kwamarekhodi akho konke okwenzekayo futhi lokhu kumele kubonise iqiniso eliphelele, ugweme namaphutha kulolu lwazi olugciniwe.	Wacwaninge njalo amarekhodi ukuze uhlope ukuthi imininingo ifakwe ngendlela efanele yini.

Wonke umuntu oyinyenye yohlelo lokuhlinzekwa kwezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini (CB HTS) unendima okumele ayidla ekuqinisekiseni ikhwalithi yohlelo. Umuntu ngamunye kumele aqonde ukuthi umsebenzi wakhe ungena kuphi kwilisu le-QA futhi aqonde nokuthi lokho akwenzayo kuzoba namuphi umthelela esimweni sobuqiniso nokunemba nokuthembakala kwemiphumela yokuhlolela i-HIV.



Umfanekiso 7.1: Indlela ende emagwingcigwingci ebheke kwikhwalithi yejinsizakalo

Ucwaningo Iwesigameko: Kumele yonke imikhakha yabasebenzi ibe yingxeny ye-QA

Njalo ngoLwesine ntambama kungumsebenzi ka-Sophia ukuhlanza ifriji okugcina kuyona impahlia yokuhlolela i-HIV esikhungweni se-HTS. Kule friji kugcina amatuluzi okuhlolela i-HIV ngokushesha (HIV rapid-test kits) assetshenziswa ngabasebenzi bezimpilo abahlinzeka ngezinsizakalo zokuhlolela i-HIV ezingomahambanendlwana kubaqwayizi. Ngolunye ulwesine izulu lalibalele kakhulu, likhipha umkhovu etsheni (izingakushisa ngaphandle lalime kuma-35°C). U-Sophia wakhumbula izinto abazifundiswa ngenkathi beqeqeshwa, besanda kuqashwa yile nhlangano ayisebenzelayo, mayelana nokubaluleka kokugcina ama-HIV rapid-test kits ngaphansi kwezingakushisa elifanelekile. Wakhumbula ukuthi umqeqli wabo wabatshela ukuthi akulungile neze ukuba ithulizi lokuhlolela i-HIV ligcinvle endaweni lapho izingakushisa liphakeme khona kakhulu. Ngenkathi u-Sophia ekkipa izimpahlia erfiji waqinisekisa ukuthi amatuluzi okuhlolela i-HIV uwabeka endaweni lapho lingafinyeleli khona ilanga. Wasebenza ngokushesha ngenkathi ehlanza ifriji ngenhlos yokuqinisekisa ukuthi amatuluzi okuhlolela i-HIV awahlali isikhathi eside ngaphandle kwefriji. Lolu cwaningo Iwesigameko luhlinzeka ngesibonelo esihle sokuthi bonke abasebenzi abenza imisebenzi ehlukahlukene bayingxeny ye-QA futhi kumele baqeqeshwe kahle ukuba basebenzise izindela zokusebenza ezixile ekulawuleni nokuqinisekisa ikhwalithi.

Uthi bewazi nje? Ingabe i-QA iyinqubo eqhubekayo?

I-QA yinqubo eqhubekayo; futhi empeleni iyinqubo ejikelezayo. Umjikelezo ulokhu ughubeke njalo futhi ngalokhu kuhloswe ukuphucula ikhwalithi yohlelo ngokwenza lokhu okulandelayo; ngokuqala ngokuthuthukisa uhlelolwe-QAbeseemva kwalokhokuthuthukiswai zinqubomgomoezisuselwa ohlelweni lolo, isibonelo, izinqubo eziwayelekile zokusebenza (SOP). Izinyathelo zokulawula ikhwalithi kumele ziqaliswe futhi kudingeka ukuba baqeqeshwe abasebenzi (ngokwezinqubo eziwayelekile zokusebenza). Izinyathelo ze-QC kanye namakhono kumele kuhlolve futhi kubhekisiswe ngokuqhubekayo. Kumele bahlinzekwa ngolwazi abasebenzi lokuthi baqhuba kanjani emsebenzi wabo futhi kumele kwensiwe izinguquko ohlelweni, ngokususela enqubweni yokuqapha nokuhlla, futhi ngalokho kwensiwe ngcono ukusebenza kohlelo. Lezi zinguquko zizoholela ohlelweni lwe-QC olubuyekezive futhi umjikelezo ugala phansi ngenkathi kwengezwa amasu nezinyathelo ezintsha ohlelweni lwe-QA (76).



Umfanekiso 7.2: Umjikelezo Wokuqinisekisa Kwekhwalithi (76)

Ucwaningo Iwesigameko: Isigameko esenzeke ngempela sokulandelwa komjikelezo we-QA

Imenjenya yeze-QA ye-NPO enku, u-Lebogang, wayethweswe umsebenzi wokwenza i-SOP ekuqalen kohlelo lwe-HTS. Ngalolu hlelo kwakuhloswe ukubamba imicimi yokuhlolela i-HIV emphakathini yasezindaweni zasemakhaya esifundazweni ngezinsuku ezithile, futhi uhlelo lokuhlolela i-HIV beluqhutshelwa ematendeni agxunyekiwe. Ngosuku ngalunye lokuhlolela i-HIV, abantu babethokoziswa ngomculo futhi behlinzekwa ngeziphuze nezidlo ezincane ngenhlos yokuhthaza amalungu omphakathi ukuba eze azohlolela i-HIV ematendeni. Kulowo mcimbi abantu babehlinzekwa ngolwazi lwezempiro olufanelekile, futhi behlolela i-HIV kanye nezinye izifo ezihlobene nayo. U-Lebogang wasebenza uhlelo lwe-QA lwe-NPO ukuthuthukisa i-SOP. Elinye lamasu alifaka ku-SOP wukuthi kumele ngasosonke isikhathi abasebenzi baqikelele ukuthi balandela izinqubo zokuphepha ezbekiwe ukuze kuqinisekisa ukuphepha. Esinye sezinyathelo eziphathelene nalokhu wukuthi abasebenzi bezimpilo kwakudingeka ukuba bagqoke amagilavu amasha njalo uma behlola ikhasimende ngalinye. Ngenkathi ethuthukisa i-SOP, wabonisana nabaphathi bezinhlelo ukujinisekisa ukuthi bonke abasebenzi bahlinzekwa ngamagilavu amasha abazowasebenza ngenkathi behlola ikhasimende

Ucwanningo Iwesigameko, Iuyaqhutshwa-

ngalinye, ukuze futhi bavumelane ukuthi njalo ngosuku mangaki amakhasimende okulindeleke ukuba bawahole, nokuthi yiziphi izindlela abacabanga ukuthi zingasetshenziswa ukuqapha le nqubo. Waxhumana futhi nomphathi wezimali (ukuze aqinisekise ukuthi kunemali eyanele ebekwe eceleni kwisabelomali, yokuthenga inani lamagilavu adingekayo) futhi waxhumana nomqequeshi (obekudingeka ukuba afake lokhu kwi-ajenda yokuqequesha abasebenzi bezempilo).

Emva kokuba isiphothuliwe i-SOP futhi abasebenzi bezempilo sebethole konke ukuqequesha okufanelekile, lwaqaliswa uhlelo. Umlawuli wohlelo, u-Rochelle, kwakudingeka ukuba aqaphe futhi ahlole ukuthi abasebenzi bezempilo babezilandela yini izinqubo nezinyathelo ezibhalwe kwi-SOP, kubandakanya nokuggoka amagilavu. Ngokwenqubo yokuqapha ebekwe ngokucacie kwi-SOP, kwakudingeka ukuba u-Rochelle akhiphe ibhokisi lamagilavu alinikeze isisebenzi sezempilo ngasinye njalo ekualeni kweviki. Uma esephelile amagilavu ebhokisini, isisebenzi sezempilo sasicela elinye ibhokisi. U-Rochelle kwakudingeka ukuba abhale phansi ukuthi kukhishwe amabhokisi amangaki futhi aqhatanise leli nani lamabhokisi akhishiwe nenani lamakhasimende ahlolle yisisebenzi sezempilo. U-Rochelle wabikela abaphathi bohlelo ukuthi omunye wabasebenzi bezempilo, ululu, wayesebenzise amagilavu ayingcosana uma kuqhathaniswa nenani lamakhasimende awahlolile. Ngakho-ke imenene yohlelo yenza amalungiselelo okuba ululu ahlinezekwe ngokueqeshwa okwengezeiwe okupathelene nokuqikelela ukusetshenziswa kwezindlela nezinyathelo ezibekiwe zokuqinisekisa ukuphepha futhi wamchazelu ngokubaluleka koukusebenzia amagilavu amasha njalo uma ehlola ikhasimende ngalinye. Kusukela ngaleso sikhathi u-Lulu waqonda ukuthi kungani kudingeka ukuba ashintse amagilavu njalo uma ehlola ikhasimende ngalinye elisha futhi lokhu wakwenza ngobuhlakan obukhulu. Kwamcacela u-Rochelle ukuthi abasebenzi bezempilo kumele bathole ukuqequesha okuqhubekeyo, ikahulkazi mayelana nezindlela nezinyathelo ezibekiwe zokuqinisekisa ukuphepha. Ngakho-ke u-Lebogang walubuyekeza uhlelo Iwe-QA kanye ne-SOP ukuze kuhlanganise nokuqequesha kabusha okwenziwa njalo ngekota yonyaka, okuqondiswe kubo bonke abasebenzi bezempilo.



Ukuggoka amagilavu kusemqoka kubasebenzi bezempilo abaqhube uhlelo lokuhlolela i-HIV ngokushesa.

2. Ungayiqinisekisa kanjani ikhwolithi yamatuluzi okuhlolela i-HIV ngokushesa ezikhungweni ezhilinzeka ngezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini?

Ukuqinisekisa ukuthi ikhasimende lithola imiphumela enembayo futhi eyiqiniso ngokuphelele kuncike kakhulu kubasebenzi abaqequeshe kahle futhi abanekhono lomsebenzi futhi abawenza kahle umsebenzi wabo; ukugcina nukonakekelwa kwamatuluzi okuhlolela i-HIV ngendlela efanelekile kanye nokulandela imihlahlandlela yenkampani eyakha futhi ikhqiize amathuluzi okuhlolela i-HIV; kanye, nama-HIV rapid-test kits asemthethweni. Lesi sigaba esilandelayo sizochaza kabanzi ngakho konke lokhu esimwera sokuhlinzekwa kwezinsizakalo ze-CB HTS.

2.1 Abasebenzi abaqeqeshwe kahle futhi abanekhono

Lusemqoka kakhulu ulwazi kanye nekhono labasebenzi lokusebenza ama-HIV rapid-test kits ngendlela efanelekile. Isisebenzi sezempilo esiqeqeshwe kahle sizolandla inqubo efanelekile futhi silandele zonke izinyathelo ezifanelekile ngenkathi senza ukuhlolela i-HIV okusheshayo ukuze sikwazi ukuhlinzeka ikhasimende ngemiphumela enembayo futhi eyiqiniso ngokuphelele. Kepha-ke kumele uqaphele ukuthi kuyenzeka ukuthi nabasebenzi abaqeqeshwe kahle imbalu bangawensi kahle umsebenzi wabo. Abasebenzi abanikewze konke ukuqequesha okufanelekile futhi abaphumelele nasekuhlolweni kokubonisa ngezenzo ukuthi bayakwazi ngempela lokho abakuqeleshelwe, kungenzeka babe nalo lonke ulwazi abaludingayo, kepha, ngenxa yokuhathala noma ukuphelwelwa yintshisekelo nogqozi lomsebenzi bangalandeli izinqubo ezibekiwe zokusebenza, futhi okungaholela ekutheni benze amaphutha, azoba nomthelela ekwenzeni kwabo umsebenzi wabo ngendlela efanelekile.

Amanye amaphutha ajwayelekile anomthelela ekusebenzeni kahle kwabasebenzi yilawa:

- ukusebenzia ama-HIV rapid test kits asephelele yisikhathi.
- ukungaggoki amagilavu amasha njalo ngenkathi uhlola ikhasimende elisha ngalinye.
- ukungadonsi umthamo ophelele wegazi odingekayo (okuvamise ukuba ngamaconsi amabili) ngenkathi kudonswa igazi ngokuhlabu umunwe ngenaliti. Lokhu kumele kukhqiize igazi elanele okuzokwenza ukuba usule iconsi lokuqala legazi ngovolo bese emva kwalokho udonsa umthamo owanele wegazi elizohlolela i-HIV.
- ukungasebenzisi ingxubevange yamakhemikhali (i-buffer) ewumthamo ofanelekile (ingxubevange yamakhemikhali ilekellela ekwenzeni igazi lingashubi kakhulu ukuze ligeze kalula futhi lingene kalula kwithuluzi lokuhlolela (test pad) le-HIV rapid-test kit).
- ukunganamathelisi ilebula enegama lekhasimende ku-HIV rapid-test kit (kungenzeka iphambane imiphumela yokuhlolela i-HIV uma amalebula engabhalive kahle).
- ukubhala phansi imiphumela yokuhlolela ngaphambi noma emva kwsikhathi esibekiwe ngokwemiyalelo yomkhiqizi wethuluzi lokuhlolela.
- ukwenza iphutha ngenkathi uhumusha imiphumela noma ngenkathi uqopha phansi imiphumela.

Uma sikhulumia ngekhono lokusebenza, sifaka phakathi nokwenza kahle umsebenzi. Ukuze babe ngabahlolli abanekhono, kudingeka ukuba baqequeshe abasebenzi futhi babe nezitifiketi ezifakazela lokho. Ukuqequesha okwenziwa kanye kuphela akwanele neze ekuqinisekiseni ukuhlolela i-HIV okusezingeni eliphezulu ngaso sonke isikhathi. Ngapezu kokueqeshwa nokuthola izitifiketi, abasebenzi kumele bahlolwe ukuthi basebenza kanjani futhi kumele lokhu kwensiwe ngokuhubekayo ukuze kugwenywe amaphutha angenzeka ngenkathi kuhlolela i-HIV, ukuze kuqinisekisive ukuthi umsebenzi wenziwa ngobunyoninco, futhi ukuze ekugcineni, lokhu kuholele ekutheni ikhasimende ngalinye lihlinzekwe ngemiphumela enembayo, ethembakele futhi eyiqiniso ngokuphelele (125). Abasebenzi kumele bahlolwe ngokuhubekayo ngaphakathi enhlanganweni ukuze kubekwe ukuthi bawenza ngobunyoninco yini umsebenzi wabo.

2.1.1 Ukuhlolela kwangaphakathi ngenhlosu yokubheka ukuthi abasebenzi bawenza ngobunyoninco yini umsebenzi wabo

Abasebenzi bezempilo bangathuthwa basiwe endaweni eyodwa lapho bezobhekwa futhi bahlolwe khona ngumhloli (imenjenya ye-QA noma esinye isisebenzi esiqeqeshelwe lokhu) ngenkathi benza umsebenzi wokuhlolela i-HIV ngokushesa besebenzia iseramu. Umhloli uyahlo futhi aqaphe ngaso sonke isikhathi ngenkathi isisebenzi sezempilo sisebenza. Emva kokuba isisebenzi sezempilo sesiyifundile futhi sayihumusha imiphumela yokuhlolela i-HIV umhloli uqhatanisa le miphumela nemiphumela yesampula yeseramu ene-



Ukuhlolela kwangaphakathi kobunyoninco babasebenzi bezempilo kuyinqubo enhle yokuqinisekisa ukuthi abasebenzi bezempilo baluqhuba ngobuchwepheshe obukhulu uhlelo lokuhlolela i-HIV.

HIV noma isampula engenayo i-HIV. Lena yinqubo lapho isisebenzi sezempilo singawazi umphumela wokuhlolela kephah umhloli yena ewazi, ngoba phela yena ngaphambi kokuqaliswa kwale nqubo usuke esenalo ulwazi lokuthi iseramu ine-HIV noma ayinayo i-HIV. Uma umphumela otholwe yisisebenzi sezempilo ufua nomphumela wesampula yeseramu owaziwayo, lokhu kusho ukuthi isisebenzi siyakwazi ukulisebenzia ngobunyoninco ithuluzi lokuhlolela i-HIV ngokushesa. Uma umphumela otholwe yisisebenzi sezempilo uhlukile noma ungfani nalowo wesampula yeseramu owaziwayo, lokho kusho ukuthi isisebenzi sisadinga ukuqequesha okwengezeiwe. Kungakuhle ukuba lohu /

Uthi bewazi nje?
Kungani kubalulekile ukusebenzia iseramu esikhundleni segazi eliphelele, ngenkathi kuqequesha abasebenzi bezempilo?

1. Iseramu isuke seyitholakala kakade kumhlinzeki wangaphandle futhi igeleza kalula ingene ethuluzini lokuhlolela i-HIV ngoba ayinawo amahlule (kanti igazi eliphelele linawo amahlule).
2. Kusuke sekwaziwa ukuthi iseramu inayo noma ayinayo i-HIV, kodwa kusuke kungaziwa ukuthi ngekabani le seramu, kanti igazi eliphelele elithathwe kumuntu ngenhlosu yokuqequesha abasebenzi bezempilo lingaholela ekudalulweni kwesimo se-HIV salowo mutu.

kuhlolwa kwabasebenzi bezempilo kwenziwe njalo emva kwekota yonyaka.

Bheka iSithasisel 18 ukuze uthole isibonelo senqubo yokuhlolwa kwangaphakathi ngenhoso yokubheka ukuthi abasebenzi bawenza ngobunyoninco yini umsebenzi wabo.

2.1.2 Ukuhlolwa kwangaphandle ngenhoso yokubheka ukuthi abasebenzi bawenza ngobunyoninco yini umsebenzi wabo

Lokhu kuhlola kuyinqubo esetshenziswayo eNingizimu Afrika futhi kuyingxene yohlelo Iwangaphandle lokuqinisekisa kwekhwalithi (EQA). Njengohlelo Iwangaphakathi lokuhlolwa ubunyoninco babasebenzi bezempilo, lokhu nakho kukala ubunyoninco babasebenzi bezempilo abaqhuba uhlelo lokuhlolela i-HIV ngokushesha, kepha-ke, umehluko kulolu hlelo Iwangaphandle wukuthi lusebenzisa iseramu elungiswe ngumhlinzeki wangaphandle (uPhiko Lukazwelone Lwamalabholethri Ezempiro IwaseNingizimu Afrika), ngakho-ke bobabili umhloli kanye nesibenzi sezempilo esihlolwayo basuke bengenal ulwazi lokuthi amasampula eseramu ezohlolwa anayo noma awanayo i-HIV. Umhloli uyabheka futhi aqape ngenkathi isibenzi senza umsebenzi wokuhlolela i-HIV ngokushesha. Imiphumela iqoshwa phansi bese ithunyelwa kumhlinzeki wangaphandle lapho ihlolwa khona ukuthi iyiqiniso yini noma iyaphaphalaza. Emva kokuba umhlinzeki wangaphandle eseyihlaziyle

Icebo

Okumele ukwenze ngenkathi usebenzia iseramu ukuhlola ubunyoninco babasebenzi bezempilo

Kumele ngaso sonke isikhathi ulandele imihlahlandela yomkhiqizi wama-HIV rapid-test kits mayelana nokuthi kumele usebenzise umthamo ongakanani wengxubevange yamakhemikhali uma usebenzia iseramu esikhundleni segazi eliphelele. Umthamo wengxubevange yamakhemikhali kungenzeka uhlake futhi abasebenzi bezempilo abenza inqubo yokuhlolela i-HIV ngokushesha kumele bakwazi futhi bakuqaphele lokhu.

imiphumela etholwe yizisebenzi zezempiro, uthumela umphumela wokuhla kumhloli, yena-ke obe eseyidlulisel kubasebenzi bezempilo. Uma umphumela wokuhlolela i-HIV ngokushesha unghambisani nomphumela weseramu lokho kusho ukuthi isibenzi sezempilo senze iputha noma-ke mhlawumbe ithuluzi lokuhlolela i-HIV ngokushesha belingasebenzi kahle. Ngakho-ke umhloli kumele enze uphenyo olwengeziwe, futhi agxile emagebeni abonakele futhi ahlonze nalezo zindawo ezidina ukuba abasebenzi bezempilo bathole ukuqeleshwa okwengeziwe.

Ucwaningo Iwesigameko: Ukuhlolela koyuhlolwa babasebenzi bezempilo ngenhoso yokwenza ngcono ikhono labo lokuhlolela i-HIV kanye nokuhlonza amagebe akhona ezinhlelweni zokuqeleshwa okupathelene nokuhlolela i-HIV

Njengengxene yesigcawu sokuqeleshwa kwangaphakathi okuhubekayo, kobunyoninco bokuhlolela i-HIV, abasebenzi bezempilo abanezitifiki, abaqhuba uhlelo lokuhlolela i-HIV emsebenzini, babuthana esikhungweni sokuqeleshwa ukuzothola ukuqeleshwa okuhubekayo nokubakhumbu ngalokho abakufunde esikhathi esedlule okupathelene nokuhlolela i-HIV ngokushesha futhi ngenhoso yokuba bahlolele ubunyoninco nekhone labo kulothu. Emva kwsigcawu sokuqeleshwa esihlelekile, isibenzi sezempilo ngasinye sahlinzekwa ngeseramu (esikhundleni segazi eliphelele) futhi babe sebebhekwa ngenkathi benza umsebenzi wokuhlolela i-HIV ngokushesha. U-James, ongomunye wabasebenzi bezempilo, wagqoka amagilavu akhe, wabheka usuku lokuphela kwsikathhi sokusebenza kwethuluzi lokuhlolwa, wanamathisela ilebula ku-HIV rapid-test kit futhi wadonsa iseramu wayifaka ku-capillary tube. Wabeka umunwe wakhe ngasenhloko yecapillary tube kodwa akawazanga ukukhipha iseramu ku-capillary tube ukuze ingene ku-test strip yokuhlolela i-HIV ngokushesha. Emva kokuxukiza i-capillary tube isikhishana, wasondeza i-capillary tube phezu kwe-test strip yokuhlolela i-HIV ngokushesha futhi wabe esephephetha kuyona, iseramu yaphephethika yaphuma. Nakuba umlomo wakhe ungazange uyithinte i-capillary tube, lesi akusona neze isenzo esihle. Isenzo sika-Jame saphawulwa futhi salungiswa. Umqeqeshi, u-Elise, wamchazela u-James ukuthi yini ayenzi eyiphutha. Ngapezu kwalokho, u-Elize wabuyekeza ibhukwana lokuhlolwa ukuze lifake phakathi nengxene ethi, "ungalokothi uphephethi igazi eliphelele/iseramu ngenhoso yokuhipha lokhu ku-capillary tube". Lokhu kwaba yingxene yokuqeleshwa okujwayelekile okunikeza bonke abasebenzi bezempilo abasha futhi kwaba yingxene yazo zonke izigcawu zesikhathi esizayo zokuqeleshwa kabusha nokukhumbu abasebenzi bezempilo izinto abafundiswe zona esikhathini esedlule.

2.2 Ukuhlolela kwezingakushisa

Ukuze kulandelwe ngokuphelele amazinga ekhwalithi, kusemqoka kakhulu ukuba liqashelwe kahle izingakushisa le-HIV rapid-test kit futhi ama-HIV rapid-test kits kumele agcinwe, athuthwe futhi assetshenziswe ezimweni zezingakushisa ezibekwe wumkhiqizi wamathuluzi okuhlolwa. Izinyathelo zokulawula ikuhwalithi kumele ziqondiswe ekunciphensi ubungozi bokuphakama nokwehla kwezingakushisa lama-HIV rapid-test kits. Uma kutholakala ukuthi ama-HIV rapid-test kits abegcinwe esimweni sezingakushisa elingaphezulu kwalelo eliphelele, lawo mathuluzi kumele ahlolwe ngenhoso yokubheka nokuhlinisekisa ukuthi asengasetshenziswa yini noma cha.

Ukuze uqinisekise ukuthi ama-HIV rapid-test kits ahlala engaphansi kwezingakushisa elinobubanzi obufanelekile, kumele lilawulwe ngaso sonke isikhathi izingakushisa lawo. Manje sizochaza ukuthi lilawulwa kanjani izingakushisa lamathuluzi okuhlolela i-HIV ngaphansi kwezimo ezhilukahluke.

Uthi bewazi nje?

Kungenzaka yini ukuba akhiphe miphumela ephaphalazayo ama-HIV rapid-test kits agcinwe ngaphansi kwezingakushisa elingaphandle kobubanzi obufanelekile?

Izingakushisa elilungle lokugcina ama-HIV rapid-test kit libekwa ngabakhqizi bamathuluzi okuhlolwa futhi ngaso sonke isikhathi liyabhalwa ngaphandle ephaketheni noma kwipheshana eliquethi ulwazi lwethuluzi, elitholakala ngaphakathi ephaketheni. Ngokuvamile, ama-HIV rapid-test kits kumele agcinwe ngaphansi kwezingakushisa elipakathi kuka-2°C no-30°C (noma phakathi kuka-35°F no-86°F). Lokhu kusho ukuthi abakhqizi bamathuluzi okuhlolela i-HIV bancoma ukuthi kumele ama-HIV rapid-test kit angagcina endaweni enezingakushisa elingaphansi kuka-2°C (35°F) noma elingaphezu kuka-30°C (86°F). Akuyona into enhle ukugcina ama-HIV rapid-test kit kwizingakushisa elibanda kakhulu, agcine eseinqile eseyiqhwa, bese uma usufuna ukuwasebenzia uwabeke endaweni efudumele ukuze kuncibilike iqhwu, futhi akufanele uwabeke elangeni ama-HIV rapid-test kit ukuze ashise kakhulu bese uwafaka efrijini ukuze aphole bese emva kwalokho uwasebenzia. Uma ama-HIV rapid-test kits engagcina endaweni enezingakushisa elinobubanzi obufanelekile, kungenzaka akhiphe imiphumela yokuhlolela i-HIV ephaphalazayo noma eyiphutha.

2.2.1 Ukuhlolela kanye nokuhashela kwezingakushisa lama-HIV rapid-test kits ngenkathi ethuthwa

Ngenkathi uthutha ama-HIV rapid-test kits ngemoto, kungakhathalekile ukuthi athuthwa esuswa

esikhungweni agcinwe kusona ehanjisa esizinden ikuhsetshenzelwa kusona emphakathini noma ngenkathi ethuthwa esuswa kwisizinda ikuhsetshenzelwa kusona emphakathini esisodwa ehanjisa kwesinye, ama-HIV rapid-test kits kumele athwalwe ngamabhosana aqandisayu aqukethe ama-gel packs futhi kumele athwalwe ngemoto enomshini wokuqandisa umoya. Umshini wokuqandisa umoya emotweni kumele uvulwe ngaso sonke isikhathi kuze kuyofikwa lapho kuyiwa khona. Lokhu kuzonciphisa ubungozi bokuba izingakushisa lamathuluzi okuhlolela i-HIV likhuphuke libe ngapezu kobubanzi obufanelekile.

Icebo

Bheka isimo sobubanzi bezingakushisa

Uma ugcina izinhlobo ezhimbili ezhilukene zama-HIV rapid-test kits, anezimo zobubanzi bezingakushisa obungafani, isib. 2°C kuya ku-30°C kanye no-2°C kuya ku-27°C, lokho kusho ukuthi lawo mathuluzi kumele uwagcine ngaphansi kwesimo esinobubanzi obuncane (obuphakathi kuka-2°C no-27°C).



Ngaso sonke isikhathi ama-HIV rapid-test kits kumele athwalwe ngebhokisana eliyisiqandisi futhi athuthwe ngemoto enomshini wokuqandisa umoya.

2.2.2 Ukuhlolela koyuhlolwa kwezingakushisa lendawo lapho kugcine khona ama-HIV rapid-test kits

Kusemqoka ukuba ama-HIV rapid-test kits agcine endaweni efanelekile lapho izingakushisa libekwe khona ngeso lokhozi. Indawo okugcine kuyona lawa mathuluzi kumele ibe kude nelanga futhi kuge yindawo enesihluthulelo. Ifriji yindawo ekahle kakhulu noma ikhabethi elibekwe endaweni enomshini wokuqandisa umoya. Izingakushisa ungalqapha ngokusebenzia

itemometha kanye namapheshana ozobhala kuwona imininingwane yezingakushisa. Itemometha kumele ibekwe eceleni kwama-HIV rapid-test kits agciniwe. Kumele kuqokwe umuntu ozoqapha itemometha bese ebhala phansi izingakushisa elikhonjiswa yitemometha endaweni okugcinwe kuyona amathuluzi okuhlolela i-HIV, futhi lokhu kumele kwensiwe okungenani kibili ngosuku (kumele kwensiwe kanye ekuseni futhi kanye ntambama). Izingakushisa elikhonjiswa yitemometha kumele libhalwe kwipheshana elenzelwe lokhu (temperature log sheet). Bheka iSithasiselo 19 ukuze uthole isibonelo sepheshana ozobhala kulona imininingwane yezingakushisa. Uma kutholakala ukuthi izingakushiza selingapezu kobubanzi obufanelekile, umuntu oqokelwe ukuqapha lokhu kumele atshele umphathi wakhe. Kumele kwensiwe iqhinga lokulungisa lesi simo ngokukhipha ama-HIV rapid-test kits kule ndawo agciniwe kuyona engalungile, ayobekwa endaweni efanelekile futhi enezingakushisa elamukelekile (okusho, izingakushisa eliphakathi kobubanzi obamukelekile) futhi emva kwalokho kumele kuthathwe izinyathelo zokulawula kwekhwalithi kwangaphakathi ukuze kuhlonzwe ukuthi ama-HIV rapid-test kit asesimweni esilungile yini, nokuthi asengasetshenziswa yini (ukulawulwa kwekhwalithi kwangaphakathi kuzochazwa ngakho lapha ngezansi).

Elinye ithuluze elingalekelela ekuqapheni izingakushisa yishadi lokulawula izingakushisa lendlu (bheka iSithasiselo 20). Lokhu kuzovumela umuntu oqokwe ukuba akwazi ukuqapha izingakushisa lendawo okugcinwe kuyona amathuluzi okuhlolela i-HIV bese ekhiqiza igrafu yezingakushisa esikhathini esingangenyanga.



Kusemqoka kakhulu ukuqapha izingakushisa lamathuluzi okuhlolela i-HIV ngokushesa kungakhathalekile ukuthi agciwe ekhabetheni elinesihluthulelo noma efrijini.

2.2.3 Ukulawulwa nokuqashelwa kwezin-gakushisa ngenkathi kwensiwe uhlelo lokuhlolela i-HIV oluqhutshelwa ngaphakathi emphakathini

Akulula ukugcina izingakushisa elifanelekile ngenkathi kuhlinzekwa ngezinsizakalo zokuhlolela i-HIV emakhaya abantu, ematendeni nasemavenini angomahambanendlwana, ngoba esikhathini esiningi ilanga lisuke libalele kakhulu ngaphandle. Sincoma ukuthi kulezi zimo amathuluzi okuhlolela i-HIV ngokushesa agciniwe futhi athwalwe ngamabhokisana aqandisayo. Ungalokothi neze ushiye amabhokisana aqandisayo elangen futhi ngaso sonke isikhathit lamabhogisana kumele aqukathe nama-gel packs. Abasebenzi kumele baqeleshwe ukuthi kumele bawabeke kanjani ama-HIV rapid-test kits, amagel packs kanye netemometha ngendlela efanelekile ngaphakathi kwibhokisana eliqandisayo, njalo ekuseni ngaphambi kokuba baphume nawo bayosebenza emphakathini.

Ama-HIV rapid-test kits kumele ngaso sonke isikhathit agciniwe ngaphakathi kwibhokisana eliqandisayo futhi akhishwe kuphela uma edingeka. Njalo uma kukhishwa ithuluzi lokuhlolela ngalinye kwibhokisana eliyisigandisi kumele kufundwe izingakushisa elikhonjiswa yitemometha bese libhalwa phansi kwirekhodi lekhasimende lokuhlolela i-HIV. Uma izingakushisa lingapezu kobubanzi obufanelekile, lokhu kumele kugoshwe phansi bese kwaziswa imenjenya yokuqinisekiswa kwekhwalithi, ukuze kuthathwe izinyathelo zokulungisa lesi simo.

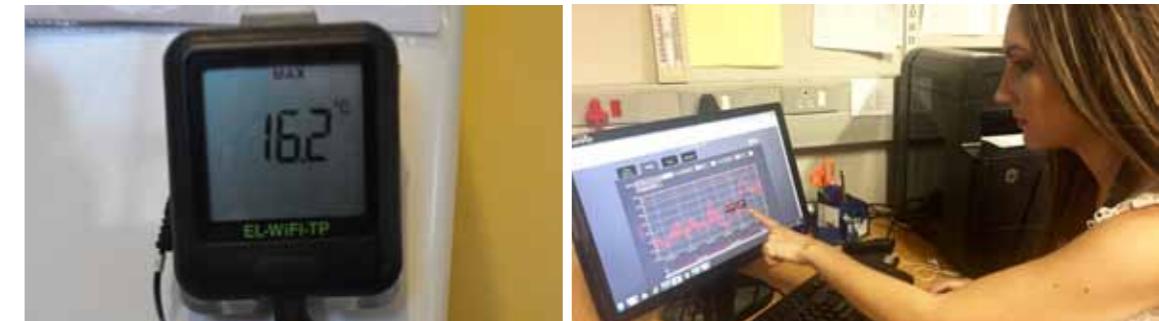


Ama-HIV rapid-test kits kumele agciniwe kwibhokisana eliyisigandisi ngenkathi kuhlinzekwa i-CB HTS ngaphandle kwendawo elawulekile.

Ucwanningo Iwesigameko: Ukuqapha izingakushisa ngokusebeniza uhlelo lokulawula nokuhlolela izingakushisa ukude (remote temperature monitoring and evaluation system)

Ukuqapha izingakushisa ngesandla (manually) kuyinto engelula neze, njengoba kuthembele kumuntu oqokelwe lo msebenzi ukuba akhumbule ukubheka nokuhlolela itemometha, ngakho-ke kungenzeka kube namaphutha enzekayo kule nqubo. Ucwanningo Iwe-Desmond Tutu TB Center (DTTC) Iwaqlisa uhlelo Iwesimanjemanje lokuhlolela izingakushisa ngomshini, olwenza ukuba umlawuli wekhwalithi, u-Stephanie, akwazi ukuqapha izingakushisa lama-HIV rapid-test kits agciniwe ezizindeni zomphakathi zokuhlolela i-HIV ezisezindaweni ezhilukahlkene. Lolu hlelo belusebenzisa umshini oqophap imininingo osebenza ngam-elektronikhi (electronic data logger) onengxene ehlola futhi iqaphe izingakushisa (probe), obekwa eceleni kwama-HIV rapid-tests kits endaweni lapho egcinwe khona esizindeni ngasinye. Lo mshini wokuqapha izingakushisa ubuthatha imininingo yezingakushisa eqoqwe yingxene ehlola futhi iqaphe izingakushisa yithumele kwikhompyutha ka-Stephanie njalo ngehora, ukuze akwazi ukubona nokuqapha izingakushisa. Uma kwenzeka izingakushisa likhuphuka libe ngaphezulu kobubanzi obufanelekile umshini ubuzithumelela ngokwawo imiyalezo ku-Stephanie nge-imeyili noma nge-SMS umxwayisa ngalokho. Umshini wokuqapha izingakushisa ubukwazi ukusebenza nangohlelo Iwe-WiFi, ngakho-ke umlawuli wezingakushisa ubekwazi ukungena kwikhompyutha nsukuzonke axhumane nalo mshini ukuze abone imininingwane eqoshwe wumshini noma nini uma efuna ukuyibona futhi ayibone ngokushesa.

Ngelinye ilanga, kunesigameko lapho u-Stephanie athola khona umyalezo we-imeyili umxwayisa ukuthi izingakushisa kwesinye sezizinda zokuhlolela i-HIV lalingapezulu kobubanzi obufanelekile. U-Stephanie wanusa ukuba akhishwe wonke amathuluzi okuhlolela i-HIV ayegcinwe efrijini kuleso sikhungo, futhi alethwe enhloko-hhovisi ukuze ahlolwe ukuthi asasebenza kale yini. Ngenkathi enza uphenyo olunzulu lokuthola imbangela yokukhuphuka kwezingakushisa ngaphakathi efrijini, wathola ukuthi ifriji yayingasebenzi ngenxa yokunqamuka kwamandla kagesi. Uhlelo lokuhlolela izingakushisa ngomshini wama-elektronikhi Iwambeka esimweni sokuba athathe izinyathelo ngokushesa futhi enze imizamo yokulungisa isimo ukuze kuncishiswe ubungozi bokuhlinzeka ngemiphumela yokuhlolela i-HIV ephaphalazayo futhi engelona iqiniso.



Ukuhlolela izingakushisa lama-HIV rapid-test kits agciniwe endaweni ekude nalapho ukhona, usebenzisa umshini osebenza ngekhompyutha.

2.3 Ukulawulwa kahle kwempahla egciniwe (isitokwe)

Ukulawulwa kwesitokwe kusho ukugcinwa kwempahla nezinsizazidiso ezanele ukuze kuqinisekiswa ukuthi akuphazamiseki ukuhlinzekwa kwezinsizakalo. Lokhu kusho ukuthi kumele njalo ubheke isibalo sama-HIV rapid-test kits onawo bese wenza isilunganiso sokuthi uzodinga amangaki ukuze uqinisekise ukuthi awakupheleli. Ukulawulwa kahle kwesitokwe kusho futhi ukubheka isikhathit esibekelwe ukusebenza kwamathuluzi okuhlolela i-HIV ukuze uqinisekise ukuthi awapheleli. Yisikhathit futhi kumele uhlele ukuba asetshenziswa kuqala wonke lawo mathuluzi okungenzaka aphelelw yisikhathit. Ukulawulwa kahle kwesitokwe kunciphisa incithakalo nokumosha futhi kuqinisekise ukuthi ngaso sonke isikhathit kunempahla nezinsizazidiso ezanele.

Lapha ngezansi sizokuchazela ngezinyathelo ezine eziyisekelo eziyingxene esemqoka yokulawulwa kwayo yonke impahla egciniwe esetshenziswa nsukuzonke, kubandakanya nama-HIV rapid-test kits, ezikhungweni ezhilinzeka ngezinsizakalo ngaphakathi emphakathini.

Isinyathelo 1: Thatha isinqumo sokuthi uzodinga inani elingakanani lempahla esetshenziswa nsukuzonke.

Lokhu kuyinto esemqoka, njengoba ungeke uthande ukuzithola ukuphelelwa yimpahla edingeka nsukuzonke. Isibonelo, uma uvamise ukusebenzisa ama-HIV rapid-test kits angama-500 njalo ngeyanga, sikucebisa ukuba ngaso sonke isikhathit ekuqaleni kwenyanga uqinisekise ukuthi unama-HIV rapid-test kits angama-750 agciniwe, ukuze angakupheleli ngokuhamba kwsikhathit. (Lokhu kuzokunikeza impahla ezokuqhuba isikhathit esiyinyanga nesigamu).

Bala ukuthi unenani elingakanani lohlobo ngalunye lwempahla ekhona esitokweni sakho. Libhale phansi leli nani, bese ubala inani lempahla okumele 'uyi-ode' noma uyithenge. Isibonelo, uma ubala impahla ekhona esitokweni sakho futhi uthola ukuthi unama-HIV rapid-test kits ayi-150 esitokweni, lokho kusho ukuthi kumele ushaye izibalo zakho kanje: $750 - 150 = 600$. Ngakhoke kumele 'u-ode' ama-HIV rapid-test kits ayi-600. (Uma iphakethe ngalinye likukethe ama-HIV rapid-test kits ayi-100 lokho kusho ukuthi kumele 'u-ode' amaphakethe okuhlolela i-HIV ayisithupha). Bheka isibonelo sefomu loku-oda isitokwe kwiSithasiselo 21. Njengoba kuyinto engelula kwesinye isikhathi ukuhlonza ukuthi udinga isitokwe esingakanani, sincoma ukuba abahlinzeki bezinhlelo basebenzise imithombo ehlukahlukene yokuqqa imininingo futhi uhlole imininingo evela ezizindeni zomphakathi okusetshenzelwa kuzona, naleyo etholakale emsebenzini owenziwe esikhathini esedlule futhi uhlole nemiphumela yabaqaguli bezimo zangomuso ukuze ukwazi ukuhlonza amazinga enani lesitokwe esidingekayo (126).

Icebo

Oda isitokwe sakho ngosuku olufanayo nyangazonke

Thumela ifomu lakho loku-oda impahla kumhlinzeki wempahla ngosuku olufanayo nyangazonke ukuze uqinisekise ukuthi i-oda lakho ulithola cishe ngesikhathi esifanayo nyangazonke. Futhi, qinisekisa ukuthi ufaka i-oda lakho kusenesikhathi ukuze lifike kuwena ngasekuqaleni kwenyanga ngayinye.

Isinyathelo 2: Ukwamukelwa ngokusemthethwani kwesitokwe emva kokudiliwa kwaso. Kumele kube nomuntu oqokiwe ozokwamukela isitokwe, asibale, ahole ukuthi inani elidiliviwe liyaligana yini nenani eli-odiwe, ahole izinsuku ezibekiwe zokusebenza kwempahla e-odiwe ngaphambi kokuba iphelelwe yisikhathi, ahole ukuthi isitokwe besicinwe endaweni enezingakushisa elialawulekile yini ngenkathi sisendeleni sithwelwe ngemoto bese futhi esayina amaphepha aqinisekisa ukuthi idiliviwe impahla e-odiwe. Uma kuhkona impahla engafikanga (e-odiwe kepha engadiliwanga) lokho kumele kubhalwe phansi kwifomu lesitokwe esi-odiwe (bheka iSithasiselo 21).

Isinyathelo 3: Umuntu oqokiwe kumele abhale imininingwane yama-HIV rapid-test kits asanda kudiliwa kwirejista yokulawula isitokwe sempahla yokuhlolela i-HIV, okwenza kube lula ukuqapha nokuhlolela ukuhambelana kwenani lama-HIV rapid-test kits akhona, nalawo a-odiwe kanye nasetshenziswe. Le rejista (bheka iSithasiselo 22) idinga ukuba isisebenzi esiqokiwe sibhale phansi lokhu okulandelayo:

- uhlobo lokuhlolwa;
- usuku afike ngalo;



Qinisekisa ukuthi kudiliwe isitokwe esifanelekile futhi esiphelele futhi kumele ngaso sonke isikhathi uhlole futhi ubheke isikhathi esibekelwe ukusebenza kwamathulizi esibhalwe emabhokisini ama-HIV rapid-test kits.

- inani elingaphakathi ephaketheni;
- i-lot number;
- i-batch/serial number;
- i-expiry date; kanye,
- nosuku okuvulwe ngalo iphakethe eliukethe amathuluzi.

Isinyathelo 4: Isisebenzi esiqokelwe ukulawula isitokwe kumele futhi cube yisona esikhipi ama-HIV rapid-test kits nsukuzonke siwanikeze izisebenzi zezempiro. Inani lamathuluzi okuhlolela i-HIV anikezwa isisebenzi sezempiro ngasinye lizoya ngokwesilinganiso sabantu abahlolwa yilesi sisebenzi ngosuku olulodwa.

2.4 Ukuqinisekisa ubuguniso nokwethembeka kwamathuluzi okuhlolela i-HIV ngokushesha

Njengoba kushiwo, kumele uqinisekise ukuthi ama-HIV rapid-test kits asesimweni esamuukelele. Lokhu kusho ukuthi asebenza kahle futhi azohlinzeka ngomphumela wokuhlolela i-HIV onembayo futhi oyiqiniso ngokuphelele. Isimo sokusebenziseka kwama-HIV rapid-test kits singahlolwa ngezindlela ezimbili:

2.4.1 Ukuhlola ipaneli yokulawula (control panel) ye-HIV rapid-test kit

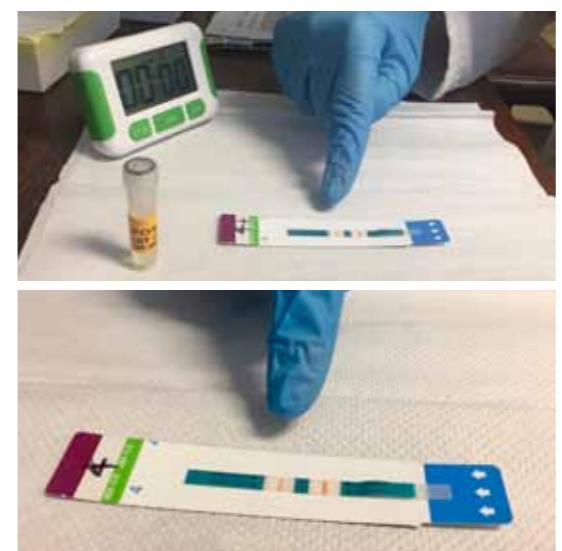
Ukuhlola ipaneli yokulawula ye-HIV rapid-test kit ngenye yezindlela zokuhlolela isimo sokusebenziseka kwayo. Wonke ama-HIV rapid-test kits anefasitela

lokulawula elakhelwe ngaphakathi. Ulayini wokulawula uvamise ukubonakala ngohlamu 'C' oluqoshwe kuleli thuluzi. Ngenkathi isetshenzisa i-HIV rapid-test kit, kumele ngaso sonke isikhathi kubonakale umugqa efasiteleni lokulawula. Lokhu kuyiqinisekiso sokuthi ukuhlolela kwenzeke ngendlela efanelekile. Uma ungekho umugqa wokulawula obonakalayo kusho ukuthi ukuhlolela akwenzekanga ngendlela efanelekile. Bheka iSithasiselo 15 ukuze uthole ulwazi lokuthi ihunyuswa kanjani imiphumela yokuhlolela i-HIV. Kunezizathu ezimbadlwana ezingenza ukuba ungabonakali umugqa wokulawula: kungenzeka ukuthi liphukile noma lilimele ithuluzi lokuhlolela i-HIV noma mhlawumbe belingagciniwe ngaphansi kwezingakushisa elinobabanzi obufanelekile. Uma ungabonakali umugqa wokulawula, isisebenzi sezempiro kumele sazise umphathi waso ngokushesha, ukuze kuhlonzwe imbangela yalokhu bese kuthathwa izinyathelo zokulungisa isimo. Uma amathuluzi okuhlolela i-HIV ebegcinwe ngaphansi kwsimo sobubanzi bezingakushisa esingaphezu kwesifanelekile, sebenzisa le nqubo ukuhlolela isimo sokusebenziseka kwavo ukuze uhlonzeku futhi asengasetshenzisa yini (uma esesimweni esikahle) noma kudingeka ukuba alahlwe (uma esesimweni esingakulungele ukusetshenzisa). ISithasiselo 23 sihlinzeka ngomhlahlandela mayelana nezinyathelo ongazithatha ukulungisa isimo, ezizoya ngokohlobo lwenkinga kanye nembangela.

Icebo

Ukuqinisekisa ikhwalithi yokuhlolela i-HIV ngokushesha

Ungalokothi unekeze ikhasimende imiphumela yokuhlolela i-HIV uma ithuluzi lokuhlolela i-HIV lingekho esimweni sokusebenza esikahle.



Hlola ukuthi i-HIV rapid-test kit isesimweni sokusebenza esikahle yini ngokuqinisekisa ukuthi uyabonakala 'umugqa wokulawula'.

2.4.2 Ukuhawulwa kwekhwalithi okuzimele

Ukuhawulwa Kwekhwalithi Okuzimele (IQC) yinqubo yokusebenzisa iseramu ukuhlolela isimo sokusebenziseka kwe-HIV rapid-test kit, ngokuba uqhatanise umphumela we-HIV rapid-test kit namasampula eseramu aziwayo ukuthi anayo i-HIV noma awanayo i-HIV. Uma ungafani umphumela, lokhu kusho ukuthi kungenzeka ukuba ithuluzi lokuhlolela i-HIV alisebenzi kahle (uma ilandelwe kahle inqubo yokuhlolela ebeke). Njengoba kuvamise ukuba iseramu ihlinzekwe wumthombo wangaphandle, le nqubo kumele yenzive ngokubambisana nelabholethri yezempiro futhi ngalokho-ke ukuhlanganisa le nqubo kungenzeka kuhambisane nemicikilisho nemidanti eminingi futhi kungenzeka kube nezindleko ezhlobene nalokhu. Kepha-ke uma iqaliswe kahle i-IQC, ingaba yinqubo ewusizo kakhlu.

Icebo

Izinto okumele uzikhumbule uma wenza i-IQC

1. Kumele ngaso sonke isikhathi ukhiphe amathuluzi okuhlolela i-HIV amane ephaketheni. Hlola amabili ngeseramu engenayo i-HIV bese futhi uhlola amabili ngeseramu ene-HIV. Ukuhlolela ngakubili kwenza kuhuphuke izinga lokuthembakala kwemiphumela.
2. Kumele ngaso sonke isikhathi uyibhale phansi i-lot number ye-test strip kanye neyephakethi (kuyenzeka lokhu kungafani ngesiney isikhathi).
3. Kuyisenzo esihle ukwenza i-IQC ekuqaleni kweviki. Uma kutholakala ukuthi kunamathuluzi okuhlolela i-HIV angasebenzi kahle, wonke amathuluzi okuhlolela i-HIV angahoxiswa ngaphambi kokuba kuhlolwe abantu abanangi, futhi kuthathwe izinyathelo ezifanelekile zokulungisa isimo.

3. Yiziphi izinto okumele ziqashelwe futhi ziqikelelwe njalo?

Njalo uma uqoqa noma usebenza ngesampula yoketshezi lomuntu (isib. igazi, umchamo, isikhwehlela); kungenzeka uzibekengcupheni yokutheleleka ngezifo ezinjenge-HIV kanye ne-Hepatitis B. Ukuhlolela i-HIV kunobungozi empilweni yabasebenzi bezempiro, nekhasimende elihlolwayo kanye nanoma wubani osondelene nendawo lapho kuhlolela khona. Amagama athi 'izindlela zokulawula ukutheleleka nokusabalala kwezifo ezithathelwanayo okumele zisetshenziswe kuzo zonke izimo nezindawo lapho kuhlinzekwa khona izinsizakalo zezempiro ukuze kuncishiswe ubungozi

bokungenwa ngamagciwane (isibonelo, ngokugqoka amagilavu nezifonyo) futhi kuvinjelwe ukuthintana namasampula oketshezi lomuntu (127). Izindlela zokuqikelela ezimisiwe ziyingdingeka ukuze kuhlinzekwe ngesimo esiphophile sokuhlolela i-HIV kumuntu wonke, kuqinisekiswe ukuphepha kwabantu ababandakanyeka emsebenzini wokuhlolela i-HIV futhi kuncishiswe nobungozi abangahlangabezana nabo (128, 129).

Bonke abasebenzi ababandakanyeka ekuqoqwani kwanoma yimaphi amasampula oketshezi lomuntu kumele baqeleshwe kahle ekusebenziseni izindlela zokuqikelela ezibekiwe, futhi kumele babe nolwazi olufanelekile lokusebenzisa lezi zindlela ezimweni abasebenza kuzona futhi kumele bazazi kahle izinqubo okumele bazilandele uma kwenzenka behlangabezana nengozi ethile.

Icebo

Indlela yokuqikelela ebekiwe

Kumele wonke amasampula uwaphathe njengamasampula okungenzeka asabalalise isifo esithathelwanayo.



Kumele ngaso sonke isikhathi unakekele indawo osebenza kuyona ngobunono futhi uyigcine ihlanzekile.

3.1 Izinto okumele ziqikelelw eziphathele nendawo okusethenzelwa kuyona:

- Gcina indawo osebenzela kuyona ihlanzekile futhi uyiphathe ngobunono (ingabi nomakhalekhukhwini, ukudla, iziphuzo, futhi ingabi mahliphihlipi).
- Sula indawo osebenzela phezu kwayo ngezibulalimagiwane nsukuzonke futhi uqinisekise ukuthi abantu bangena ngendlela ehlelekile ngenkathi usebenza, kungaphithizeli nje wonke umuntu ehla enyuka.
- Lahla ama-lancets nezialit zomjovo kwiziqukathi okulahlwa kuzona izinto ezibukhali nezicijile:
 - » isikuqathi sokulahlal izinto ezibukhali kumele usibeke eduze kwendawo osebenzela kuyona;
 - » isikuqathi sokulahlal izinto ezibukhali kumele sihlale sivaliwe ngenkathi singasetshenziswa; futhi,
 - » isikuqathi sokulahlal izinto ezibukhali kumele sivalwe ngci (sealed) uma ukugcwala kwaso sekufinyelele kumakota amathathu. Kuyisento esihle ukuba usibophe ngethephu yokunamathisela isivalo sesikuqathi ukuze sivaleke ngokuphelele. Beka isikuqathi endaweni evikelekile ukuze kungabi khona umuntu ozosithinta, ngalokhoke kugwemeke ukuchithika ngephutha kwemfucuza elahlwe kwiziqukathi. Kumele kusethenziswe inkampani egunyaziwe eyenza umsebenzi wokulahlal imfucuza yokwelapha ukugoqa izikuqathi esizindeni sakho izithuthe izihambise endaweni efanelekile okulahlwa kuyona imfucuza yokwelapha, lapho imfucuza izoshiswa khona ngendlela efanelekile. Ngokuvamile, inkampani eyenza umsebenzi wokulahlal imfucuza yokwelapha izoshiya izikuqathi ezintsha ngenkathi izolanda ezindala, esezeitshenziswe. Qinisekisa ukuthi ilandwa njalo ngezikathi ezibekiwe yonke imfucuza yokwelapha.
- Sebenzisa isikuqathi semfucuza yokwelapha (esinesikhwama esibomvu) ukulahlal imikhiqizo equkethe uketshezi lomzimba womuntu.
- Kulawule ngendlela efanelekile ukuchithika kwamasampula egazi noma oketshezi lomzimba. Sebenzisa iphepha lethishu ukusula ingxene enkulu yoketshezi oluchithekile. Emva kwalokho sula ngemophu usebenzisa insipho enesibulalimagiwane esineklorini.

Uthi bewazi nje? **Yini okumele uyenze uma sesigcwele isikuqathi sezinto ezibukhali nezicijile?**

Akulungile neze ukuba isikuqathi sezinto ezibukhali sigcwale sithi phama. Sivale ngci isikuqathi uma ukugcwala kwaso sekufinyelele kumakota amathathu. Kuyisento esihle ukuba usibophe ngethephu yokunamathisela isivalo sesikuqathi ukuze sivaleke ngokuphelele. Beka isikuqathi endaweni evikelekile ukuze kungabi khona umuntu ozosithinta, ngalokhoke kugwemeke ukuchithika ngephutha kwemfucuza elahlwe kwiziqukathi. Kumele kusethenziswe inkampani egunyaziwe eyenza umsebenzi wokulahlal imfucuza yokwelapha ukugoqa izikuqathi esizindeni sakho izithuthe izihambise endaweni efanelekile okulahlwa kuyona imfucuza yokwelapha, lapho imfucuza izoshiswa khona ngendlela efanelekile. Ngokuvamile, inkampani eyenza umsebenzi wokulahlal imfucuza yokwelapha izoshiya izikuqathi ezintsha ngenkathi izolanda ezindala, esezeitshenziswe. Qinisekisa ukuthi ilandwa njalo ngezikathi ezibekiwe yonke imfucuza yokwelapha.



3.2 Imihlahlandlela yezinto okumele ziqikelelw eziphathele nokuphepha kwabasebenzi:

- Geza izandla zakho njalo emva kokubonana nekhasimende ngalinye.
- Gqoka amagilavu amasha njalo emva kokubonana nekhasimende ngalinye.
- Ungalokothi ukhiphe noma yini esilahlwe kwisiqukathi sezinto ezibukhali noma kwisiqukathi/ kwisikhwama semfucuza yokwelapha.
- Ungadli, uphuze, ubheme, usebenzise umakhalekhukhwini noma ugcobise izimonyo ngenkathi umataswa nekhasimende ulihlolela i-HIV.
- Ungawubeki umlomo wakho phezu kwe-capillary tube/ pipette.
- Yiba ne-SOP eqondene nokulimala okubangelwe wukuzihlabu ngenaliti futhi uqinisekise ukuthi abasebenzi bayazzi inqubo okumele bayilandele uma kwenzenka belimala kanjalo.

Icebo

Qinisekisa ukuthi isebeenza ngendlela efanelekile imihlahlandlela yezempilo yabasebenzi

Qinisekisa ukuthi inhlango yakho inomshwalense wezempilo ofanelekile wabo bonke abasebenzi.

"Uma kwenzenka isisebenzi sezempilo sihlatshwa yinaliti yomjovo ngephutha thina senza amalungiselelo okuba sithole ukwelashwa lesi sisebenzi esithintekile futhi yithina esithwala izindleko zalokhu. Thina sifaka isicelo sokukhkhelwa enkampanini yomshwalense ukuze isibuyisele imali esiyikhokhele isisebenzi esilimele. Uma isisebenzi sinikezwa ilivu yokugula, leyo livu iqoshwa phansi njengelivu 'yokulimalela emsebenzini'." - Joyal Arendse (*Isikhulu Esengamele Ezempilo Nokuphepha Kwabasebenzi*)



Uthi bewazi nje?

Kumele wenzeni uma kwenzenka uhlatshwa yinaliti ngephutha?

- Gezisia indawo ohlabeku kuyona ngensipho namanzi.
- Phuza imishanguzo yokugomela ukungatheleki nge-HIV emva kokuhlangabezana nesimo esinobungozi (post-HIV exposure prophylaxis) i-PEP, ngokushesha (isikhathi esingafinyelela kumahora amane).
 - Bika lesi sigameko ngokushesha kwisikhulu esengamele ezempilo nokuphepha kwabasebenzi (noma omunye umuntu oqokelwe lokhu).
 - Uma kunokwenzeka, thola isampula legazi lekhasimende ($\pm 2\text{ml}$) emva kokuthola imvume yalo enikezwa emva kokuba lihlinzekwe ngolwazi oluphelele, kanye neminingnwane yekhashimende.
 - Vakashela isisebenzi sezempilo esiqeqeshiwe esifanelekile (ngokwenqubo ebekiwe esetshenziswa enhlanganweni oyisebenzelayo) ukuze sikweluleke ngezinyathelo ezilandelayo okumele uzithathe.

(Bheka iSithasiselo 24 ukuze uthole isibonelo se-SOP yokuhlatshwa yinaliti yomjovo ngephutha.)



UKULAWULWA KWEMINININGO

Mark Theart, Nomtha Mandla, Sue-Ann Meehan kanye no-Rory Dunbar

“ Izinto zenzeka kuphela uma imininingo esiyiqoqile ihlinzeka ngolwazi futhi igquqquzelab abasesimweni sokwenza umehluko.

- Mike Schmoker (*Umlawuli owazalelw eMelika, uthisha wesNgisi, umqegeshi webhola lezinyawo futhi ongumbhali, onesifiso sokuvakashela eNingizimu Afrika ngelinye ilanga*) ”

ISAHLUKO 8 UKULAWULWA WEMINININGO

Kungani sibalulekile lesi sahluko?

Ukuqoqwa kwemininingo eseqophelweni eliphezulu, enembayo, efanelekile futhi okwenziwa ngesikhathi esifanele, kusemqoka kakhulu ukuze kuhlinzekwe ngolwazi oluyiqiniso, oluthembakele futhi olufanelekile. Lolu lwazi lusemqoka ekuqapheni nasekuhloeni izinhlelo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini ukuze kuhqutshekwe nokwenza ngcono ukuhlinzekwa kwezinsizakalo ngendlela efanelekile. Ukuze kukhiquzwe ulwazi oludingekayo, kusemqoka ukuphathwa kahle kokulawulwa kwemininingo.

Uhlelo lokuphathwa kwemininingo luhlinzeka ngohlaka lokuqoqwa, ukuqinisekisa kanye nokuhlaziwa kwemininingo. Lesi sahluko sizocubungula izinto ezisemqoka eziphathelene nakho kokubili amasu nokuthunyelwa kwemininingo okwenziwa ngokusebenzisa iphepha kanye nalokho okwenziwa ngomshini. Ngaphezu kwalokhu, lesi sahluko sizosebenzisa izincwaningo zesigameko ukucacisa ukuthi imininingo yendawo ingasetshenziswa kanjani ezinhlelweni zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini, ukweneka nokubonisa imininingo ukuze ibonakale kahle.

Yini ozoyifunda kulesi sahluko?

1. Kungani kunesidingo solwazi oluseqophelweni eliphezulu?
2. Uqala kuphi? – Uhlelo lokulawulwa kwemininingo
3. Yiziphi izinhlobo zemininingo engaqoqwa?
 - 3.1 Imininingo egxile kwikhwalithi
 - 3.2 Imininingo egxile ebuningini nobukhulu
4. Ngubani okumele aqoqe imininingo?
5. Kumele iqoqwe kanjani imininingo?
 - 5.1 Izinto okumele ziqikelelw mayelana nokuziphatha
 - 5.2 Ukuqoka indlela yokuqoqa imininingo ngephepha noma ngekhompyutha
6. Kwenzekani kwimininingo emva kokuba iqoqiwe?
 - 6.1 Uma uqoqa imininingo ngephepha
 - 6.2 Uma uqoqa imininingo ngekhompyutha
7. Isetshenziswa kanjani imininingo eqoqwe endaweni ethile ezinhlelweni zokuvimbela i-HIV eziqhutshelwa emphakathini?
 - 7.1 Ukusebenzisa izithombe ezithathwe phezulu emoyeni eziponisa izinguqoko zesimo sokwakheka kwendawo okuqaliswe kuyona uhlelo lokuvimbela isandulelangculazi oluqhutshelwa emphakathini
 - 7.2. Ukusebenzisa umfanekiso webalazwe ngaphakathi ohlelweni lokuvinjelwa kwasandulelangculazi oluqhutshelwa emphakathini ukuqapha ukuthi uhlelo lusebenza kahle yini
 - 7.3. Ukusebenzisa umfanekiso webalazwe ukubonisa izindawo lapho abantu bebike ngokwabo ukuthi bayafinyelela ohlelweni lwasandulelangculazi oluqhutshelwa emphakathini

1. Kungani kunesidingo semininingo eseqophelweni eliphezulu?

Imininingo yiyoqo lolwazi olungamaqiniso noma
izingcezu zemininingwane okumele icutshungulwe,
ihlaziywe, ihlelwe kahle futhi ihunyushwe ukuze ibe
wulwazi olusebenzisekayo futhi oluwsizo (130).
Ngakho-ke imininingo iydingxene esemqoka yanoma
iluphi uhlelo lokuvinjelwa kwe-HIV oluqhutshelwa
ngaphakathi emphakathini, njengoba lolu lwazi
lulekelela abahlinzeki bezinhlelo kanye nabaphathi
bezhinlelo ukuba baqonde kangcono ukuthi uhlelo
lwabo luhlinzekwa kahle kangakanani kanye nokuthi
luyafinyelela yini kubantu oluqondiswe kubona. Ulwazi
olungcono lwenza kube lula ukwenza izinqumo
ezingcono, okuyinto eholela kwezempiro ezingcono
(110). Ukuze abaphathi bezinhlelo, abaxhasi kanye
nabanye ababambiqhaza bayethembe imininingo
futhi balwethembe nolwazi olukhqiqizwa yimininingo,
kumele leyo mininingo ibe seqophelweni eliphezulu.
Ikhwalithi yemininingo ichazwa, "njengemininingo
ephelele, ehambelana nezinto ezosetshenziselwa zona,
ejule ngokwanele, enekhwalithi esezeingeni eliphezulu,
enembayo futhi eyiqiniso ngokuphelele, ehambisanayo
neminye imithombo yowlazi futhi ethulwa ngezindlela
ezifanelekile" (131).

Ezinye zezinto ezisemqoka eziyingxenyen yemininingo eseqophelweni eliphezulu:

- **Ukunemba noma ukuba yiqiniso ngokuphelele:** Ukungabi khona kwamaphutha ahlonzekayo. Lesi sibonelo esilandelayo sizobonisa umehluko phakathi kwemininingo enembayo kanye nemininingo ephaphalazayo eyaqoqelwa uku-cubungula uhlobo lwabantu 'ngokobulili' abafinyelela ezinsizakalweni zokuhlolela i-HIV (HTS).
Ubulili: Abesilisa IYANEMBA!
Ubulili: Abane-HIV IYAPHAPHALAZA!
 - **Uphelela:** Lona wumkhakha ongaphansi kokunemba kwemininingwane futhi uyingxenyenye yezindimazemininingo eziphelele. Isibonelo esilandelayo sibonisa 'umphumela we-HIV' wendima yemininingo.
Umphumela we-HIV: Akanayo i-HIV UPHELELE!
Umphumela we-HIV: Awukho AWUPHELELE!
 - **Ukufinyeleleka:** Izinga lokutholakala kalula kwemininingo (ngokulandela inkambiso elungileyo). Isibonelo, uma ikhasimende livumile ukuhlolela i-HIV futhi uma isisebenzi sezempilo silihlolile, lokho kusho ukuthi lingayilanda 'imiphumela yokuhlolela i-HIV' futhi kumele likwazi ukuyithola noma nini imiphumela yokuhlolwa kwalo.
 - **Ukufaneleka:** Izinga lokusebenziseka nokuba wusizo kwemininingo ekufezelekiseni inhloso eqoqelwe yona. Isibonelo, uma uhlelo lwakho luhlinzeka ngezinsizakalo zokusokwa kwabesilisa esikhungweni sezempilo ngokuzithandela kwabo, kungaba yinto efanelekile futhi ewusizo ukuqoqa imininingo mayelana nanoma iyiphi imiphumela engemihle ebonakala emva kwenqubo yokusokwa kowesilisa othile. Ngeke kube yinto efanelekile noma ewusizo ohlelweni ukuqoqa imininingo mayelana nombala othandwa kakhulu yilowo muntu wesilisa

osokiwe

- Isikhathi esifanelekile:** Izinga lokutholakala kwemininingo ngesikhathi esifanelekile. Abahlinzeki kumele bayithole njalo futhi ngokuqhubekayo imininingo ukuze bakwazi ukuthatha izinqumo eziphusile sebenalo lonke ulwazi abaludingayo. Imininingo etholakalayo kumele futhi kube yimininingo yakamuva, ezoba wusizo ekuthathweni kwezinqumo. Isibonelo, uma imininingo ibonisa ukuthi ayingcosana amadoda ahlolelwa i-HIV emphakathini othile kepha leyo kuyimininingo eyaqoqwa esikhathini esiyiminyaka eyishumi edlule, kungenzeka leyo mininingo ingabonisi isimo samanje esiphathelene nokuhlolwa kwabantu besilisa emphakathini njengoba yaqoqwa kudala.

Uqala kuphi? – Uhlelo Lokulawulwa wemininingo

gaphambi kokuba uqalise nanoma yimuphi
nklamo, kusemqoka kakhulu ukuba ube nohlelo
kuqoqwa nokuphathwa kwemininingo. Lokhu



Uthi bewazi nje?

**Yini umehluko phakathi kwemininingo
yohlelo kanye nemininingo yocwaningo?**

kuyinto edingekayo nasezinhllelweni zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini. Imininingo izoqoqwa kusukela ekuqaleni kohlelo luze luyofinyelela esiphelweni, ngakho-ke kumele wazi lungakaqali uhlelo ukuthi imininingo uzoyiqoqa kanjani futhi uyilawule kanjani, ukuze ukwazi ukukhiquiza imibiko ehlinzeka ngolwazi oluwsizo olungasetshenziselwa ukuhlola uhlelo (Bheka iSahluko 9: Ukuqapha Nokuhlola). Njengoba lo mhlahlandlela uphathelene nokuqaliswa kwezinhlelo, lesi sahluko sizogxila kwimininingo yohlelo (kepha ngeke sigxile kwimininingo yocwaningo).

Uhlelo lokuphathwa kwemininingo lusemqoka kakhulu ukuze kulawulwe kahle imininingo. Lolu hlelo kumele lucacise futhi luveze ukuthi uzoyiphatha kanjani imininingo ngaphambi kokuqaliswa kohlelo nangemuba kokuphothulwa kohlelo. Ngenkathi uthuthukisa uhlelo lokuphathwa kwemininingo, kumele ukhumbule lokhu okulandelayo:

- Inhliso yemininingo (kungani uqoqa imininingo).
 - Yimiphi imininingo okumele uyiqoqe (uhlobo, isimo, kanye nobungako bemininingo okumele iqoqwé).
 - Izooqwa kanjani imininingo (iyiphi indlela ezosetshenziswa, kuzolandelwa yiphi inqubo yokuqinisekisa ikhwalithi).
 - Ngubani ozoqqa imininingo (uhlobo lwabasebenzi kanye nohlobo lwamakhono abawadingayo).
 - Zizophathwa kanjani izindaba eziphathelene nokusetshenziswa kwenkambiso elungileyo (buzovikelwa kanjani ubumfhlo bamakhasimende ukuze bangaveli ukuthi bangobani, nokuthi ngubani umnikazi weminingo).
 - Yiziphi izinhlelo-kusebenza zekhompyutha (software) okumele zisetshenziswe (isibonelo, Microsoft SQL, MySQL).
 - Izohamba kanjani imininingo (izofakwa nini kwisizindalwazi, izoqinisekiswa kwanjani, kunini lapho izothathwa khona njenqeyiqiniso ngokuphelele, izokhiquzwa kuliphi iqophelo imibiko ye-M&E).
 - Izogcinwa kanjani imininingo futhi kwensiwe namakhophi ayo (ingabe sikhona isikhala esanele lapho izogcinwa khona, ngubani ozokwenza umsebenzi wokwenza amakhophi emininingo kanye nokuthola nokubuyisa imininingo elahlekile, izobuyiswa kanjani imininingo elahlekile uma kwenzeka isigameko esibangela ukulahleka kweminingo).
 - Kuzophathwa kanjani ukungena nokufinyelela kwimininingo kanye nokuvikelwa kweminingo (kuzovikelwa kanjani ukufinyelela kwabantu kwimininingo ukuze igcinwe ivikelekile, ngubani ozolawula ubungozi bokuvikeleka kweminingo).
 - Iyiphi imininingo okumele igcinwe noma igodlwé, ikhishwe futhi/noma ilondolozwe (uzosithatha kanjani isinqumo sokuthi iyiphi imininingo ozoyigcina, futhi izogcinwa isikhathi esingakanani imininingo).
 - Kuzokwabelwana kanjani ngemininingo (ngubani ozonikezwa imininingo futhi lokho kuzokwenzeka

ngaphansi kwaziphi izimo nemibandela).

- Ngubani ozonikezwa umsebenzi wokuphatha imininingo (ngubani ozonikezwa umsebenzi wokuqlisa uhlelo kanye nesinyathelo ngasinye sokuphathwa kwemininingo). Yiziphi izinsizazidingo ezidingekayo zokuqhuma uhlelo (yiziphi izingxenyeh-zakhi (hardware)/izinhlelokusebenza zekhompyutha ezizodingeka ngaphezu kwalezo onazo njengamanje, yikuphi ukuqeqeshwa okudingekayo).

Kuze uthole ulwazi oluthe xaxa mayelana nezinhlelo okuphathwa kwemininingo, sikucebisa ukuba vakashele lawa mawebhusayithi alandelayo:

http://www.dcc.ac.uk/sites/default/files/documents/resource/DMP/DMP_Checklist_2013.pdf

<https://www.icpsr.umich.edu/icpsrweb/content/atamanagement/dmp/framework.html>

hlelo oluhle lokupathwa kwemininingo luzofaka hakathi nenqubo yokupathwa kwemininingo data-management system). Lokhu kuzovumela kuba kwakhiwe imininingo, itonyulwe, kufakwe yakamuva futhi ilawulwe kalula. Ngokuvamile, inqubo okupathwa kwemininingo izokwenziwa ngohlelo lusebenza ngomshini noma ngekhompyutha.

akuba ukuqoqwa kwemininingo kwenzelwelwephpheni, kungakuhle ukuba imininingo ifakwe wisizindalwazi sekhompyutha ukuze ihlaziye. okhu kusho ukuthi imininingo igcinwa isisesimweni emininingo eyenziwe ngekhompyutha.



Uthi bewazi nje?

Yini isizindalwazi?

indlela zokusebenza eziphuma phambili
ngazisebenzisa ngenkathi usungula uhlelo-nqubo
okuphathwa kolwazi. Uhlelo-nqubo kumele:

- luhambisane nezinjongo zomklamo;
lunganciki kunoma yiluphi uhlelokusebenza
lwekhompyutha;
lube lula, ukuze luguquleke kalula uma kwenzeka
eshintsha amathuluzi okuqoqwa kweminingingo;
lukh iqize ulwazi olunembayo, oluphelele futhi
olufanelekile, njengoba lolo Iwazi luzosetshenziswa
ekuthathweni kwezinqumo mayelana nohlelo; futhi,
kumele lufake phakathi nezindlela zokuqinisekisa
ezokuphepha nokuvikeleka ukuze kuvikeleke
imininingwane yababambiqhaza futhi kuvikelwe
nemininingo ukuze ingalahleki.

3. Yiziphi izinhlobo zemininingo engaqoqwa?

Kunezinhlobo ezhilukahluke zemininingo. Izinhlobo zemininingo ofuna ukuyiqoqa zizoya ngokuthi yiluphi ulwazi ofuna ukuluthola futhi yini ofuna ukuyithola.

3.1 Imininingo egxile ebuningini nobukhulu

Lolu wulwazi oluphathelene nobuningi kanye nobukhulu; okusho ukuthi, imininingo ekalekayo futhi engabhalwa phansi ibe yizinombolo (133). Imininingo egxile ebuningini nobukhulu ivamise ukuba yizimpendulo zemibuzo ethi 'Ubani?', 'Ini?', 'Nini?', noma 'Kanganan?' Imininingo egxile ebuningini izokutshela inani labesifazane kanye nabesilisa abahlolelwae i-HIV ngaphakathi ohlelweni lwakho futhi okutholakale ukuthi bane-HIV, ukwenza nje isibonelo nje. Ukuhlaziya kwale mininingo kungabonisa ukuthi ingxene enkulu yabantu besifazane kutholakale ukuthi bane-HIV uma kuqhathaniswa nenani lamadoda, ohlelweni lwakho.

Imininingo ephathelene nendawo ethile (geospatial data) ingathathwa njengemininingo egxile ebuningini. I-Geospatial data ichazwa "njengemininingo kanye nolwazi oluxhumene ngokufihlekile noma ngokucacile nendawo ethile emhlaben'i" (134). Ukuqoqwa imininingo exhumene nendawo ethile kuwusizo ngoba uyawazi ukuthola ukuthi ikuphi imininingo futhi uyibonise kalula nokusebenzisa amabalazwe, futhi uhlaziye ubudlelwane i-HIV.

Uthi bewazi nje?
Yini umehluko phakathi kwemininingo eqoqwa ngqo emthonjeni yowlazi (primary) kanye nemininingo engaqoqwa ngqo emthonjeni yowlazi (secondary) ?

Imininingo eqoqwa emthonjeni engama-primary sources ibandakanya ulwazi oluqoqwe kumarejista ezinhlelo, izinhloovo, amaphemabuzo ahlelekile kanye nezigameko zokuzibonela ngamehlo. I-Secondary data ivela kuleyo mininingo esiqoqiwe kakade futhi etholakalayo ukuze isetshenziswe ngabanye abantu abafuna ukuyisenzisa.

bemininingo ngokwezindawo lapho itholakala khona usebenzisa uhlelokusebenza lokuqoqa imininingo yendawo ngekhompyutha, i-Geographic Information System (GIS).

Lena yindlela enohlonze yokubonisa imininingo yohlelo, maqondana nengqikithi olusungulelwae yona uhlelo. Isibonelo, uma usemkhankasweni wokuhlolela i-HIV ngokuvakashela umzi nomuzi emphakathini, mhlawumbe ungaba nesifiso sokubonisa ibalazwe eliqukethe wonke amakhaya akhona kulowo mphakathi bese ubonisa lawo makhaya owavakashelile ngenhlosa yokuyohlelo i-HIV. Lokhu kuniyeza isithombe ngokushesha sokuthi mangaki amakhaya avakasheliwe ayingxene yenani eliphelele lamakhaya akuleyo ndawo.

3.2 Imininingo egxile kwikhwalithi

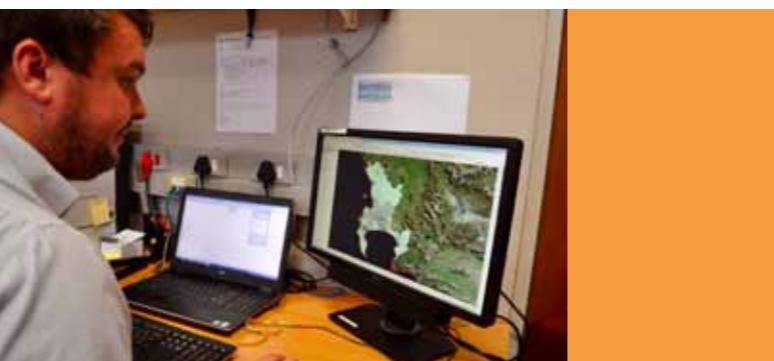
Lolu wulwazi olungahlobene nezibalo kanye nezinombolo. Iminingo egxile kwikhwalithi ivamise ukuphendula umbuzo othi 'Kungani?' kanye nombuzo othi 'Kanjani?'. Ngokuvamile, lena yimininingo ebhalwe phansi (isib. imibiko yamaphephandaba), eshiwo ngomlomo (isib. ama-interview) noma ebonakala ngamehlo (133). Iminingo egxile kwikhwalithi kungaba yimibalo yezingxoxo lapho abantu bebuwe khona ukuthi kungani bethathe isinqumo sokuhlolela i-HIV. Ukuhlaziya kwemininingo kuhlinzekwa ngezinye zezizathu zokuthi kungani abantu befikile ukuzohlolela i-HIV.

4. Ngubani okumele aqoqe imininingo?

Ukuthatha isinqumo sokuthi ngubani ozoqoqa imininingo kuvamise ukuya ngokuthi isuselwe kuphi imininingo. Iminingo eyisisekelo eqondene ngqo nezinhliso zocwaningo ingaqoqwa yinoma isiphi isibenzi emthonjeni wolwazi lapho ivela khona (lapho iqoqwe khona imininingo).

Izimenenja zezinhlelo kumele ziqinisekise ukuthi abasebenzi baqeleshwe ngokwanele ukuqoqa imininingo eseqophelweni eliphezulu (bheka iSahluko

Ulwazi oluqoqwa ngqo emthonjeni wolwazi luqoqwa 'kulezo zindawo okusetshenzelwa kuzona genkathi kuhlinzekwa ngezinsizakalo', kanti imininingo engaqoqwa ngqo emthonjeni yowlazi itholakala olwazini oseluqoqiwe kakade.



4: Ukwakha, Ukuhlomisa kanye Nokweseka Ithimba). Ngokuvamile, ingxene enkulu yowlazi oluzoqoqwa iqoqwa emthonjeni wolwazi, okusho ukuthi, iqoqwa ngqo kulawo makhasimende ahlinzekwa ngezinsizakalo. Isibonelo, esikhungweni esihlinzekwa ngezinsizakalo zokuhlolela i-HIV esingumahabanendlwana (HTS), isibenzi sezempilo sizoqoqa imininingo nsukuzonke kwikhasimende ngaline (okuvamise ukuba yimininingo ephathelene nenhlalo yekhasimende, nokuthi lingubani kanye nesimo salo sezempilo). Isibenzi sezempilo singathatha imininingo enjengeminyaka yobudala yekhasimende, imininingwane yokuxhumana, nokuthi like lahlolela yini i-HIV phambilini, njll. Lena yimininingo eqoqwa ngqo emthonjeni wolwazi.

Izibonelo zemininingo engatholakali ngqo omthonjeni wolwazi (secondary data) zibandakanya; isizindalwazi sikazwelone sokubalwa kwabantu noma izizindalwazi zomkhakha wokunakekelwa kwezempiro nokwelashwa (isibonelo, uHlelo-nqubo Lwewazi Lwezempiro Lwezipunda [DHIS]), okuyimininingo yezempiro ehlukaniswe ngokwemikhaka eqoqwe kumarejista ezikhungo zezempiro emva kwalokho yahlanganisa nemininingo eqoqwe kwezinye izikhungo). Izimenenja zezinhlelo noma ezinye izinhlobo zabasebenzi, abadinga imininingo ekuleli zinga, bangalusebenzisa lolu hlobo lwemininingo. Isibonelo, imenjenya yohlelo, eygamele uhlelo lokuhlolela i-HIV oluqhutshelwa ngaphakathi emphakathini okuhloswe ngalo ukufinylela kwabesilisa emphakathini othile, kungenzeka ibe nesifiso sokuthola ukuthi izinsizakalo zokuhlolela i-HIV zalolu hlelo zifinylela kangakanani kubantu besilisa kulowo mphakathi, futhi ngalokho kungenzeka le menenja ibheke futhi icubungle imininingo ye-DHS ngenhlosa yofukezekisa lokhu.

Imenjenya yohlelo ingasisebenzisa futhi isizindalwazi sikazwelone sokubalwa kwabantu ukuthola ukuthi bangaki abantu besilisa abahlalela i-HIV njengengxene yezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini (CB HTS). Ngokusebenzisa le mithombo yemininingo, imenjenya yohlelo izokwazi ukwenza isilinganiso senani labantu besilisa kulowo mphakathi abahlalelwae i-HIV futhi ngalokho-ke imenjenya yohlelo izokwazi ukuhlonza ingxene yaleli nani yalabo abahlalelwae ezikhungweni zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini (CB HTS).

5. Kumele iqoqwe kanjani imininingo?

5.1 Izinto okumele ziqikelelwae mayelana nokuziphatha

Imininingo kumele iqoqwe ngokulandela inkambiso elungileyo. Ukuhlonipha ubumfihlo bekhasingende, ukuthola imvume enikezwa emva kokuhlinzekwa ngolwazi oluphelele, lapho kudingekile kanye nokuqoqa

imininingo enembayo futhi eyiqiniso ngokuphelele kusemqoka kakhulu kunoma yiluphi uhlelo. Akulungile neze ukuba kwakhiwe imininingo yomgonyathi noma yokocabangela nokuhlawumbisela. Sikucebisa ukuba ufunde iSitatinende sase-Singapore (135) kanye neSimemezeloo sase-Helsinki (136), okuyimibhalo ehlinzekwa ngomhlahlandlala wokulandelwa kwenkambiso elungileyo ngenkathi kuthuthukiswa izinqubogomo zokuoqwa kwemininingo kanye nokuziphatha ngendlela efanelekile ukuze kuqinisekiswe ukuthi imininingo iqoqwa ngokwenkambiso efanelekile. Nakuba le mibhalo ikhuluma ngokuqoqwa kwemininingo yocwaningo, kusebenza imigomo efanayo nasekuqoqweni kwemininingo yohlelo. (Bheka iSithasiselo 25 ukuze uthole iSitatinende sase-Singapore)

Ukuze uthole ulwazi olithe xaxa vakashela lawa mawebhusayithi alandelayo:

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3954607/pdf/nihms-561137.pdf>

<http://www.apa.org/monitor/jan03/principles.aspx>

<https://www.wma.net/what-we-do/medical-ethics/declaration-of-helsinki/>



Ukuqoqwa kwemininingo ngephepha kanye nokuqoqwa kwemininingo ngomshini.

5.2 Ukuqoka indlela yokuqoqa imininingo ngephepha noma ngomshini

Izimenenja zezinhlelo kumele zithathe isinqumo sokuthi imininingo izoqoqwa ngephepha (ukusebenzisa ipeni ukubhala lonke ulwazi olufanelekile kwifomu eliyiphepha) noma ngomshini (ukusebenzisa idivayisi enjengethabhulethi, umakhalekhukwini noma ikhompyutha ukufaka ulwazi olufanelekile oluqoqiwe). Ngenxa yokuthuthuka kwezobuchwepheshe, ukuqoqwa nokugcinwa kwemininingo ngomshini kungenzelwa nasendaweni lapho kutholakala khona ulwazi, isibonelo, emphakathini, ekhaya lekhasimende noma esizindeni esingumahabanendlwana. Uhlelo-nqubo ngalunye lunobuhle balo (izimbuyiselo) kanye nobubi (izikhinyabezi), futhi imenjenya yohlelo ewazi kahle umsebenzi wayo kumele ikwazi ukubona ukuthi yikuphi kulokhu okubili okufanelekile esimweni ngasinye.

Ithebula 8.1: Ubuhle nobubi bokuqoqwa kwemininingo ngephepha uma kuqhathaniswa nokuqoqwa kwemininingo ngomshini

Uhlelo lokuqoqwa kwemininingo ngephepha	
Izimbuyiselo	Izikhnyabesi
<ul style="list-style-type: none"> Kulula ukulusebenzia (akudingekile ukuba umqoqi wemininingo abe namakhono ezobuchwepheshe). Ifomu lokuqoqa imininingo lingaphrintwa kalula bese lisatshalalisa. Luwusizo uma kusetshenziswa imibhalo ebandakanya amasiginesha. Kulula ukufinyelela olwazini olubhalive uma kwenzenza kuba khona isidingo sokuba kwensiwe izinguqoko uma kunamaphutha enzekile adinga ukulungiswa (khumbula ngaso sonke isikhathi ukusayina eceleni kwazo zonke izilungiso ozenzile). 	<ul style="list-style-type: none"> Kungeneka kube nokubambezeleka ngaphambi kokuba kuhlaizye imininingo, njengoba kumele kuqala ifakwe ohlelweni lwekhompyutha isuswa ephepha. Baningi abasebenzi abazodingeka ekulawulen ikuhamba kwemininingo (uma kuqhathaniswa nohlelo lomshini). Kudingeka indawo enkulu okuzogcinwa kuyona inqwaba yamphepha emininingo futhi kungeneka kube nzima ukulela kale kanye nokugcina imininingo yephepha. Ukukhwezwu nokugcinwa kwepehepha kungaphazamisa futhi kulimaze imvelo. Iphepha lingacekeleka phansi ngenxa yezinhlekelele zemvelo (umliro noma izikhukhula zingalilima/ zingalicekela phansi iphepha).
Uhlelo lokuqoqwa kwemininingo ngomshini	
Izimbuyiselo	Izikhnyabesi
<ul style="list-style-type: none"> Ukufakwa kwemininingo kwensiwa ngokushesha. Ukukhizwa kwemibiko kwensiwa ngokushesha. Imininingo ayidingi indawo enkulu ezogcinwa kuyona. Bayingcosana abasebenzi abadingekayo abazolawula ukuhamba kwemininingo (uma kuqhathaniswa nohlelo lokuqoqa kwemininingo ngephepha). Kulula ukufinyelela kwimininingo futhi kulula ukwabelana nabanye abantu ngemininingo ngokuyithumela ngomshini. 	<ul style="list-style-type: none"> Kudingeka ukuqeleshwa okuthile okukhethekile ukuze abasebenzi bathole amakhono okusebeniza umshini wokuqoqa imininingo. Kungezeka uphuke noma ungasebenzi kale umshini wokuqoqa imininingo, okuyinto ezoholela ekutheni ume noma unaqhubeki umsebenzi emphakathini. Imishini yokuqoqa imininingo izodinga ukuba kubekwe eceleni isabelomali ngaphambi kokuqala umsebenzi, okuyimali yokuthenga imishini emisha kanye nokuyilungisa uma iphukile. Imishini yokuqoqa imininingo ibiza imali eshisive futhi nezigebegu ziyakwazi lokhu, ngakho-ke kungeneka intshontshwe.

6. Kwenzekani kwimininingo emva kokuba iqoqiwe?

Kulesi sahluko, sizochara ngolwazi oluphathele nezimo esidlule kuzona kanye nezindlala zokusebenza eziphuma phambili mayelana nokuhamba kwemininingo nokuqoqwa kwayo, kusetshenziswa iphepha noma umshini. Sizochara futhi nangokuqinisekiswa kwemininingo, okuyinto esemqoka ngoba imibiko ekhiquizwayo kumele isuselwe kwimininingo enembayo, eyiqiniso futhi ephelele.

6.1 Uma uqoqa imininingo ngephepha

Ngenkathi kwensiwa i-CB HTS, abasebenzi baqoqa imininingo nsukuzonke kumakhasimende abo. Imininingo iqoqwa ngamafomu ephepha bese igcinwa ngokuphepha usuku lonke ukute kuvikelwe ubumfihlo kanye nokuphepha kwemininingwane equkethwe emafomini, futhi lawa mafomu kumele athathwe ekupheleni kosku ahanjiswe endaweni evikelekile enhloko-hhovisi lapho ezohlolwa khona ukuthi awanawo yini amaphutha bese eqinisekisa.

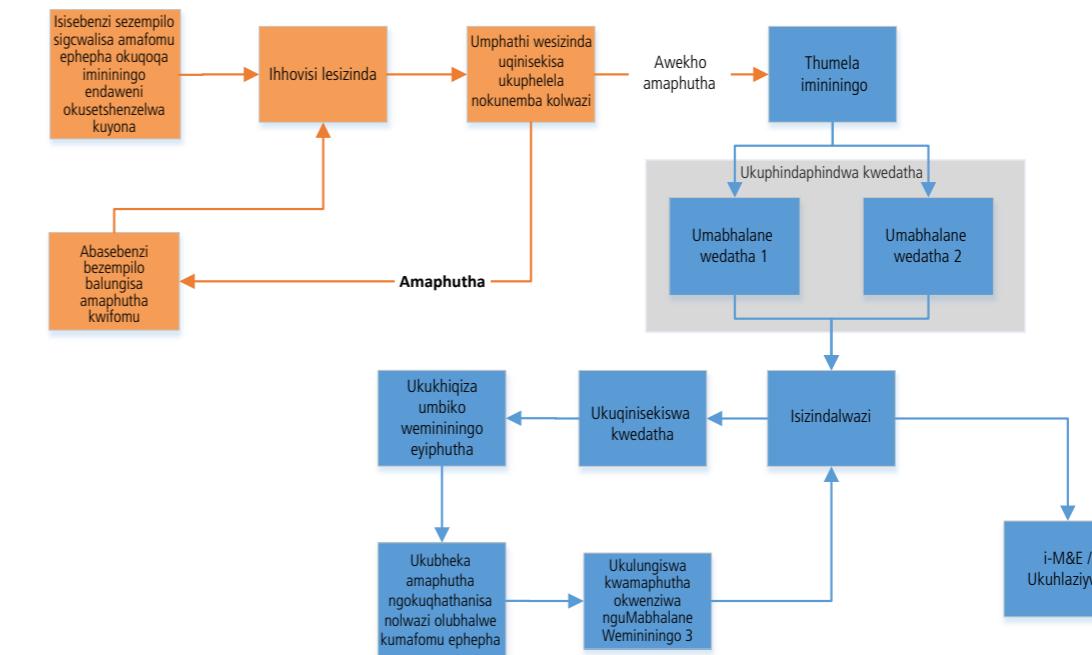
Bhekisiza lokhu okulandelayo mayelana nokuqoqwa kwemininingo, ekhasini elilandelayo:

ngaphambi kokuba athunyelwe ehhovisi lemininingo lapho imininingo izofaka khona ngokuphindaphindwe kabilu kwisizindalwazi. Ukufakwa kolwazi ngokuphindaphindwe kabilu (Dual entry) kusho ukuthi abantu ababili abahlukene bafaka ulwazi olufanayo kwisizindalwazi ukute kuqinisekisa ukuthi ulwazi lufakwe ngendlela enembayo, futhi ngaphandle kwamaphutha futhi luphelele. Lawa maqoqa amabili emininingo ayaghathanisa bese kulungiswa amaphutha, uma ekhona, ngokubheka imininingo ebhalwe emafomini ephepha. Yonke imininingo ebhalwe emafomini aqoqiwe kumele ikhiyelwe noma ivalelw endaweni evilekile futhi ephephile ukute kuvinelwe ukuputshuka kwemininingo eyimfihlo kanye nokulahleka kwemininingo. Iqoqo lokugcina elineminingo eqinisekisa yilona elisetshenziselwa ukukhizwa imibiko. Bheka uMfanekiso 8.1 ukute uthole ulwazi mayelana nokuhamba kolwazi kusukela ngenkathi luqoqwa kuze kuyofinyelela esigabeni lapho luhlaizya khona.

Bhekisiza lokhu okulandelayo mayelana nokuqoqwa kwemininingo, ekhasini elilandelayo:



Abasebenzi bezempilo baqoqa imininingo kumakhasimende abo, besebenzia iphepha noma besebenzia umshini wokuqoqa imininingo.



Umfanekiso 8.1: Ukuhamba nokuthubeleza kwemininingo eqoqwe ngephepha

Ucwanningo Iwesigameko: Uhlelonqubo lokulandeleta ukuqoqwa kwemininingo ngephepha: Ukuthuthwa kwephepha lisuka emphakathini liya enhloko-hhovisi

U-Sandra kanye no-Ricardo bangabasebenzi bezempilo bomphakathi, abahlinzeka ngezinsizakalo zokuhlolela isifo sofuba. Baqoqa imininingo efanelekile yekhasimende ngalinye (kufaka phakathi iminyaka yobudala, ubulili, kanye nezimpawu zesifo sofuba) bayibale kwifomu lephepha (irekhodi lekhasimende). U-Sandra kanye no-Ricardo baphatha amafayela abazofaka kuwona amafomu ngenkathi beqhubeka nomsebenzi wabo emini. Ekupheleni kosku, lawa marekhodi anikezwu umshayeli u-Theodore, owhathwala ngemoto awahambise enhloko-hhovisi. Lapha ayahlolwa amafomu ngenhoso yokujinisekisa ukuthi awanawo amaphutha futhi aqukethe ulwazi oluphelele ngaphambi kokuba adluliselwe komabhalane bemininingo ukute bafake imininingo kwisizindalwazi sekhompyutha. Ngenkathi u-Sandra no-Ricardo bedlulisela amarekhodi amakhasimende ezandleni zika-Theodore, babhala phansi ku-logbook yomshayeli; usuku nesikhathi, amagama kanye nenani lamarekhodi amakhasimende abawanikeze umshayeli. U-Theodore uyasayina ngenhoso yokuvuma nokuqinisekisa ukuthi uwatholile amarekhodi, bese ewafaka ebbokisini lezincwadi. Ngenkathi u-Theodore efika enhloko-hhovisi, unlikeza u-Marlene (umamukeli wezincwadi namafomu) ibhokisi kanye namakhava aqukethe amafomu. U-Marlene nguyenwa othweswe umsebenzi wokuhlola ukuthi nhloboni yamafomu anikezwu wona, nokuthi mangaki. Ubhala le mininingwane ku-logbook yokwamukela izincwadi namafomu. Futhi uyahlola aphinde aqghathanise lokhu neminingwane ebhalwe kwi-logbook yomshayeli. Bobabili u-Marlene no-Theodore basayina i-logbook yokwamukela izincwadi namafomu. Uma kwenzekwa kuba khona amafomu alahlekayo kuba lula ukuhlonza ukuthi agcine ukubonakala nokusetshenziswa kusiphi isigaba, ngokubheka imininingwane yakho kokubili i-logbook yomshayeli kanye ne-logbook yokwamukela kwezincwadi namafomu. Esikhathini esiningi amafomu alahlekile avamise ukutholakala ngokushesha ngokusebenzia le ndlela yokulandela umkhondo.

6.1.1 Ukuthuthwa kwamafomu ephepha

Amafomu ephepha alahleka kalula. Kungakuhle ukuba usungule uhlelonqubo lokulandela umkhondo ozolusebenzisa, futhi lapha sisebenzisa nocwaningo lwasigameka oluhlinzekwe lapha ngezansi ukubonisa isibonelo sohlelonqubo olunjalo.

6.1.2 Ukuqinisekisa kwemininingo ngokuqoka abantu abazokwenza lo msebenzi

Abantu abaqokiwe kumele bahole ukuthi lufhelele yini ulwazi oluhlikekwe kumafomu okuqoqa imininingo futhi kuvezwe uma kukhona nomu iyiphi imininingo eshodayo. Ungasebenzisa uhlelonqubo lapho umuntu oqokiwe ekhetha inani elithile lanoma yimaphi nje amarekhodi amakhasimende, ngaphandle kokulandela uhlelo oluthile nsukuzonke, bese ehlola imininingo equkethwe kulawa marekhodi amakhasimende ukuze abheke ukuthi iphelele yini.

Uma kukhona imininingo eshodayo, irekhodi lingabuyiselwa emuva kwisisebenzi sezempilo ukuze kufakwe leyo mininingo eshodayo. Isibonelo, uma ingabhalie kwirekhodi lekhasimende iminyaka yalo yobudala, isibenzi sezempilo singalifonela ikhasimende lazo noma siphinde sivakashele ekhaya lekhasimende ukuze sithole iminininingwane yeminyaka yobudala yekhasimende. Emva kwalokho imininingo eshodayo ingafakwa kwirekhodi lekhasimende. Le ndlela ingalekelela futhi ekuhlonzeni izinkinga eziphathelene nokuqoqa noma ukuqoshwa kwemininingo, ukufakwa kwekhodi eyiphutha, ukweqiwa kwezinye izinto ezidingekeyo, ukubhala esipelingi segama

Icebo

Ukuqinisekisa ukuthi iphelele imininingo

Umuntu oqokiwe kumele agcine irekhodi lezinto ezivamise ukushoda kumafayela amakhasimende futhi azame ukuthola izizathu zaloku. Isibonelo, ngenkathi sihlola amarekhodi amakhasimende aphathelene nabantu besilisa abasebenzisa izinsizakalo ze-HTS ezingomahambanendlwana, sathola ukuthi kuvamise ukuba lungabikhona ulwazi olupathelene nokuhololewa ukuhlela umndeni. Saxoxisana nabasebenzi bezempilo ngalokhu, futhi basitshela ukuthi amadoda awangeni kwezokuhlela komndeni. Sabahlinzeka ngokuqeqeshwa okwengeziwe futhi sabachazel ukuhlela ukuhlela umndeni kumele kwensiwe nakumakhasimende esilisa; indoda bangayibuza ukuthi umlingani wayo usebenzisa uhlolo olunjani lwasivimbela-kukhulela futhi lokhu kuvulela ithuba lokuba kuxoxwe nangeqhaza lamakhondomu. Emva kwalokhu kuqeqeshwa, abasebenzi bezempilo baqala ukugwalisa ingxene yokuhlela umndeni ephathelene namadoda avakashela izikhungo ze-HTS ezingomahambanendlwana.

esiyiphutha kanye nokubhala ngesandla esingabonakali noma esingacacile.

Ezinhleweni zezempi, imininingo ivamise ukubhalwa isuselwa kumarekhodi amakhasimende ifakwe kumarejista. Isibonelo, imininingo esemqoka eqoqwe kumakhasimende avakashela ezikhungweni ezingomahambanendlwana ukuyothola i-HTS ivamise ukubhalwa isuselwa kwirekhodi le-HTS lekhasimende ngalinye ifakwe kwirejista ye-HTS. Amarejista e-HTS avamise ukuba nemigqa evundlayo (rows) engama-20 ekhasini ngalinye, futhi emgqeni ngamunye kubhalwa ulwazi lwamakhasimende ahlukahlukene. Amakholomu wona aqukethe izinto eziphathelene neminingo ehlukahlukene. Amarejista angasetshenziselwa ukuhlola ukuthi iphelele yini imininingo futhi iyanemba yini. Umuntu oqokiwe angahlola iresjista futhi abone kalula uma kukhona imininingo eshodayo ekhasini ngalinye. Futhi ‘angahlola noma nini’ ngenhoso yokuqinisekisa imininingo (ebhalwe kwirejista). Isibonelo, bangahlola ikhasi eliolwa (kunamakhasimende engama-20 ekhasini ngalinye). Uma ‘ubulili’ bungenye yeminingo ephathelene nabantu abahlukahlukene eqoqwe ekhasimendeni ngalinye, uma kuhlanganiswa inani lekholumu ‘yabantu besilisa’ kanye ‘neyabesifazane’ kulelo khasi kumele kwenze isamba esiphelele sabantu abangama-20. Uma kabalwa abesilisa abahlanu kanye nabesifazane abayi-14 ($5 + 14 = 19$), lokho kusho ukuthi kunengxene yeminingo ephathelene ‘nobulili’ eshodayo yelinje lamakhasimende, emakhasimendeni akulelo khasi. Kulula ukubheka nokuholola ukuthi yiliphi kulawo makhasimende engama-20 elishodelwa yingxene ephathelene neminingo ‘yobulili’. Umuntu oqokiwe angahlola irekhodi le-HTS lalelo khasimende (uma ingxene yeminingo ephathelene ‘nobulili’ ingabhalie kwirejista).

Uma leyo mininingo ingekho nakwirekhodi le-HTS lekhasimende, lokho kusho ukuthi lelo rekhodi kumele libuyiselwe emuva kwisisebenzi sezempilo esifanelekile ukuze kutholakale futhi kugcwaliswe leyo mininingo eshodayo (isibenzi sezempilo singaxhumana nekhasimende lazo ukuthola nokuqinisekisa leyo mininingo ephathelene nobulili).



Imininingo iyahlolwa ukuthi iphelele futhi iyanemba yini ngaphambi kokuba idluliselwe komabhalane bemininingo ukuze bayifake kwsizindalwazi ngokuphindhaphindwe kabilo

6.1.3 Ukufakwa kwemininingo ngokuphindhaphindwe kabili kanye nokuqinisekisa kwemininingo ngomshini

Uma uqoka ukuqoqa imininingo usebenzisa uhlelonqubo lwephepha, lokho kusho ukuthi ulwazi oluqoqiwe kumele lufakwe kwsizindalwazi sekhompyutha ukuze luhlaizywe. Kulula kakhulu ukuhlaizya ulwazi uma lusesimweni solwazi olugcinwe kwikhompyutha. Kuwumkhuba omuhle ukusebenzisa uhlelo lokufakwa kwemininingo ngokuphindhaphindwe kabili ngenkathi kuguqlwa imininingo ukuze ibe sesimweni semininingo egcinwe kwikhompyutha, njengoba lokhu kuzoholela ekutheni kukhiqizwe imininingo eyikhwalithi ephezelu kakhulu futhi kunciphe namaphutha uma kuqhathaniswa nokufakwa kwemininingo okwensiwa ngumuntu oyedwa kuphela (137). Ukufakwa kwemininingo ngokuphindhaphindwe kabili kubandakanya omabhalane bemininingo ababili abazimele, omunye nomunye wabo ufaka imininingo kwsizindalwazi eyisusa kumafomu aqukethe imininingo yamakhasimende, ukuze lokhu kube

ngamaqoqo emininingo amabili: iqoqo lemininingo 1 kanye neqoqo lemininingo 2 ngokulandelana. Lawa maqoqo emininingo amabili ayaqhathaniswa ngenhoso yokuthola ukuthi ikhona yini imininingo engahambelani ngaphakathi emikhakheni efanayo. Uma kukhona imikhakha engahambelani lokho kuthathwa njengephutha lokuphikisana kwemininingo. Emkhakheni ngamunye ongahambelani nomunye kuqoka umabhalane wemininingo wesithathu ozimele ozohlola imininingo ebhalwe kwifomu eliquethi imininingo bese elungisa lapho kunamaphutha khona ngokusebenzisa imininingo yoqobo ebhalwe efomini lephepha. Iqoqo lemininingo lokugcina, okuyiqoqo eqinisekisive yilona-ke elisetshenziswayo ukwakha nukhqiqa imibiko.

“Amarejista ezinsizakalo zokuhlolela i-HIV siwathola njalo mhla ziyi-15 nyanga zonke...Mina-ke ngithatha imininingo ekumarejista ngiyifake kwsizindalwazi bese emva kwalokhu irejista ngilidilusele kuzakwethu ukuze naye enze into efanayo.” - *Bulelwa Mangcunya (Umabhalane wemininingo)*



Kudingeka ukuba imininingo eqoqwe ngephepha ifakwe kwsizindalwazi sekhompyutha ukuze kube lula ukuyisebenzisela ukwenza imibiko.



Ukuqinisekisa kwemininingo egcinwe kwikhompyutha kusemqoka. Lokhu kungensiwa ngokuhlola imininingo ebhalwe emafomini amakhasimende futhi iqhathaniswe neminingo efakwe kwsizindalwazi.

6.1.4 Ukugcinwa kahle kwemibhalo nezincwadi kumafayela

Kunoma yiluphi uhlelo, uzogcina usunenqwaba yamaphepa nezincwadi. Lokhu kungaba yizincwadi ezinjengerekodi lekhasimende ngalinye, izinqubo zohlelo nezincwadi eziphathelene nezimali, izinkontileka kanye neminye imibhalo eyimithombo equkethe ulwazi. Zonke lezi zincwadi kumele zifakwe kahle kumafayela ukze zigciwe isikhathi eside. Kumele ukhumbule lokhu okulandelayo mayelana nokugcinwa nokukhwezwka kahle kwezincwadi:

- Kumele uthole isikhala nendawo eyanele ozogcina kuyona izincwadi.** Ngokubheka ukuthi ziningi kangakanani izincwadi nemibhalo edinga ukukhwezwka kahle, kungenzeka udinge igumbi ozogcina kulona lezi zincwadi noma-ke mhlawumbe udinge ikhabetha elilodwa noma ngaphezelu ozogcina kulona amafayela ezincwadi.
- Qinisekisa ubumfiho bemininingwane.** Amakhabeta/amagumbi okugcina amafayela ezincwadi kumele abe nesivalo esikhiyekayo futhi ngumuntu oqokiwe kuphela okumele abe nemvume yokufinyelela kumafayela nezincwadi ezigciniwe.



Kusemqoka ukuba akhwezwka kahle amarekhodi ekhasimende ngalinye

6.1.5 Ukugcinwa kwemininingo

Ngokubheka isimo, kungadingeka ukuba ugcine imininingo yohlelo isikhathi eside. Khumbula lokhu okulandelayo mayelana nokugcinwa kwemininingo:

- Ufuna ukuyigcina isikhathi esingakanani imininingo yakho? Ezinye izincwadi kungenzeka kudingeka ukuba uzigcine isikhathi esingafinyelela eminyakeni eyi-10 (ukugcinwa kwemininingo isikhathi eside).
- Indawo okuzogcina kuyona imininingo. Ingakanani indawo noma isikhala onaso ehhovisi lakho. Ingabe kudingeka ukuba usebenzise inkampani yokugcina izincwadi nemibhalo?
- Kuzobiza malini ukusebenzisa inkampani yokugcina izincwadi nemibhalo? Lungakaqali uhlelo, kumele kubekwe eceleni imali yokukhkhela ukugcinwa kwemininingo. Kuzodingeka ukuba ngaphambi kokuqala kohlelo ukhokhele izindleko zokugcinwa kwemininingo isikhathi eside, njengoba imininingo izogcinwa isikhathi eside emva kokuphotulwa kohlelo (futhi ngaleso sikhathi zizobe seziphelile nezimali zokuxhasa uhlelo).
- Siphephe kangakanani futhi sivikeleke kangakanani isikhungo sokugcina imininingo ohlose ukusibenzisa? Kumele uqinisekise ukuvikelwa kobumfiho bekhasimende esikhathini sonkana sokuqhube kaohlelo.
- Uyigcina kanjani imininingo futhi uwenza kanjani amakhophi emininingo egcinwe kwsizindalwazi sekhompyutha osakhile? (Lokhu kuzochazwa ngakho esigabenii esilandelayo).

• Yakha uholelonqubo lokukhweza izincwadi.

Lokhu kuyinto edingekayo ukze ukwazi ukuzithola kalula izincwadi ngokuhamba kwesikhathi uma zifuneka.

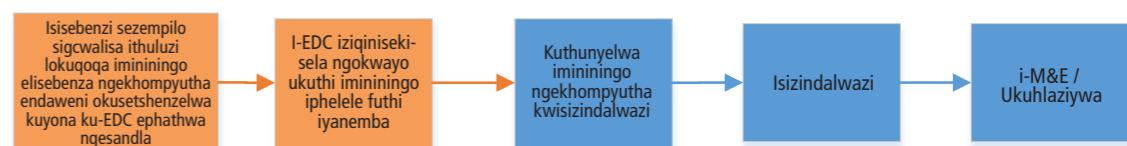
- Qinisekisa ukwesekwa komsebenzi owenziwa ehhovisi.** Thola umuntu oqokiwe ozolekelela emsebenzini wasehhovisi njengokulawula iihovisi, ukuqapha, ukwamukela izincwadi nemibhalo kanye nokulawula uholelonqubo lokukhweza nokugcinwa kwezincwadi kumafayela ngendlela efanelekile.

"Nyangazonke, iihovisi lemininingolamukela wonke amarekhodi namarejista ezinsizakalo zokuhloela i-HIV. Lokhu kugcinwa ekhabetheni elikhiiwe. Lezi zincwadi zithathwa ngokuthi 'ngamafayela okusasetshenzwa ngawo' njengoba omabhalane besuke 'besematasa bethatha imininingo equkethwe lapho beyifaka kwsizindalwazi sekhompyutha'. Uma seyifakiwe yonke imininingo kwsizindalwazi futhi seyiqinisekisiwe, amafomu kanye namarejista afakwa ohlwini lwezinkomba zezincwadi ezizokhwezwka kumafayela bese futhi efakwa emabhokisini ukze asuswe lapho ehhovisi ayogcinwa endaweni efanelekile ebekelwe lo msebenzi." - Taryn Allie (Umlawuli wemininingo).

6.2 Uma uqoqa imininingo ngekhompyutha

Inqubo esukela ekuqoqweni kwemininingo kuyofinyelela ekukhiquzweni kwemibiko imfushane futhi iyashesa uma imininingo iqoqwa ngomshini. Asikho isidingo sokuthwalwa nokuthuthwa kwenqwaba yamaphepa futhi asikho isidingo senqubo yokuqinisekisa imininingo ngesandla. (Bheka uMfanekiso 8.2.) Imininingo ifakwa kwsizindalwazi isuswa emshinini wokuqoqa imininingo (EDC) futhi imininingo iqinisekisa ngekhompyutha.

Ukuqinisekisa kwemininingo kwakhelwe ngaphakathi ohlelweni lomshini wokuqoqa ulwazi (EDC), kodwa ke kuhle ukuba ihlolwe njalo futhi ngokuhubekayo



Umfanekiso 8.2: Ukuhamba nokuthubeleza kwemininingo ohlelweni lokuqoqwa kwemininingo ngomshini

Ngaphandle kwezimbuyiselo kanye nezikhinyabezi eziphathelene nokuqoqa kwemininingo ngomshini, sihlinzeka ngezinye zezifundo ezisemqoka ezingabhekisiswa esizifunde emsebenzini esiwenzile emphakathini:

6.2.1 Ukukhetha umshini wokuqoqa imininingo (ubuxhakaxha bezakhi zekhompyutha)

Kungenzeka lokhu kubeho yinto engelula neze ngoba kudingeka ukuba uqinisekise ukuthi uhlolo lomshini olukhethayo lusebenza ngendlela ehambisana nezidindo zakho. Kumele ukufake izibuko lokhu okulandelayo ngenkathi ukhetha uhlolo lomshini ozowusebenzisa:

• Kumele kubeho wumshini oqinile futhi oyingga naboya.

Ngenkathi uqoqa imininingo emphakathini (esimweni esingalawulekile), umshini kumele ukwazi ukubhekana nezimo ezinzima. Uzosetshenziswa ngokuhubekayo usuku lonke. Kungenzeka uwele phansi ngephutha, ushiywe elangeni elishisayo noma unethwe, ungenwe ngamanzi. Kumele ubenbhethri elishajekayo noma ube namandla ebhethri anele ukze ukwazi ukusebenza usuku lonke noma ukwazi ukusebenza kuze kufike isikhathi sokuphuma noma sokushayisa emsebenzini.

• Kumele ube ne-Global Positioning System (i-GPS).

Lokhu kungaba wusizo kakhulu uma uhlose ukuqoqa imininingo ephathelene nezindawo ezithile emphakathini. Isibonelo, ukugcina ama-GPS coordinates (izinkomba ezikubonisa ngqo ukuthi ikuphi indawo ethile) ekhaya ngalinye olilinzeke ngezinsizakalo ze-HTS kungaba wusizo olukhulu ekuboniseni ububanzi bokufinyelela kubantu kohlelo oluhihlinzakayo emphakathini othile.

• I-scanner sebhakhodi.

Lokhu kuwusizo uma unamabhakhodi akhethekile owasebenzisa ukuhlonza amakhasimende akho ahlukahlukene

imininingo egcinwe kwsizindalwazi ukze kubhekwe ukuthi ayinawo yini amaphutha angalindelele noma amaphutha aphantelene nohlelokusebenza lwekhompyutha. Enye yezikhinyabezi zokuqopha imininingo ngqo emshinini osebenza ngekhompyutha wukuthi awunawo umbhalo oyiphepa oqukethe imininingo ngakho-ke awunayo indlela yokuqhatanisa imininingo. Ngakho-ke i-EDC kumele ibe nohlelokusebenza olusezingeni eliphezulu futhi olwakhwiwe ngobunyoninco, ikakulukazi ukze kugwemeke amaphutha okungenzeka abe khona kumathulizi okuqoqa kwemininingo ngephepa." - Rory Dunbar (Imenena yemininingo)

noma unaunamasampula oketshezi lomzimba ananyathiselwe amabhakhodi, isibonelo amasampula egazi.

6.2.2 Indlela yokuthumela imininingo esuka emshinini

Kungenzeka kudingeka ukuba uhambe uye enhloko-hhovisi ukze uyodawuniloda (download) imininingo uyikhiphaemshinini uyifaka kwsizindalwazi. Kungenjalo, ungathumela imininingo ulapho endaweni osebenzela kuyona emphakathini, ngokusebenzisa i-WiFi noma i-3G, okuyinto ewusizo njengoba lokhu kwenza singabi khona isidindo sokuba uhambe uye enhloko-hhovisi, futhi lokhu ungakwenza kahle, ngaphandle kokungena ezindlekweni zokuhamba.



Ekupheleni kosuku abasebenzi bezempilo bathumela nge-inthanethi ('sync') imininingo abayiqoqile. Lokhu kusho ukuthi basebenzisa uhlolokusebenza lwe-3G emshinini yabo ukuthumela imininingo ngqo kwsizindalwazi enhloko-hhovisi.

6.2.3 Ukuqoka uhlelokusebenza (software) lwekhompyutha olufanelekile

Ukuthuthukisa uhlelokusebenza oludingekayo ngaphakathi enhlanganweni yakho kuzokwenza ukuba ukuwazi ukwakha uhlelokusebenza oluqondene nezidingo zakho, kepha-ke ukuze ukwazi ukwenza lokhu kumele ube nabasebenzi abanamakhono aseqophelweni eliphezulu kakhulu (futhi abanesikhathi esiningi ezandleni zabo). Lokhu akuyona neze into izinhlangano eziningi ezingaba namandla okuyenza. Kungenjalo, ungasebenzia ithuluzi lokuqoqa imininingo elisebenzia imithombo evulekile elingadingi izimali ezinkulu zokuqasha abasebenzi abazochitha isikhathi eside bethuthukisa izinhlelokusebenza ezifanelekile, kepha-ke kungenzeka ukuba usizo nezeluleko zobuchwepheshe zokweseka ohlelonqubo olunjalo kungatholakali eduzane, endaweni osebenzela kuyona, noma kuthathe isikhathi eside ngaphambi kokuba kutholakale. Kunezinhelelonqubo ezihlukahlukene zokuqoqa kolwazi emithonjeni evulekile, ezitholakala kulawa mawebhusayithi alandelayo;

- Redcap (Research Electronic Data Capture) - <https://catalyst.harvard.edu/services/redcap/>
- Kobo Toolbox - <http://www.kobotoolbox.org/>,
- Open Data Kit (ODK) - <https://opendatakit.org/>

6.2.4 Usizo lwezbuchwepheshe

Lokhu kusho kokubili ukulungiswa nokunakekelwa kobuxhakaxhaka bezingxeny-kusebenza kanye nezinhlelokusebenza zekhompyutha esikhathini esiphelele sokuhlinzekwa kohlelo emphakathini. Uma zingalungiswa ngokushesha izinkinga eziphathele nobuchwepheshe, lokhu kungaba nomthelela kwikhwalithi yemininingo eqoqwayo, okuyinto eyenza usizo lwezbuchwepheshe lube yingxene esemqoka kakhulu yohlelo lokuqoqa kwemininingo ngomshini. Usizo oluphathele nobuxhakaxhaka bezingxeny-kusebenza zekhompyutha lungabandakanya nokulungiswa kwamadivayisi aphukile noma ukuthenga amasha azothatha indawo yalawo aphukile kanye nokushintsha amabhethri. Usizo oluphathele nezinhlelokusebenza kungenzeka lubandakanye ukuxhunywa kwamadivayisi ukuze aqale ukusetshenziswa futhi lolu sizo luyaqhubea ngenkathi kuqhubea uhlelo oluhlinzekwa emphakathini, nokuqinisekisa ukuthi idivayisi inohlelokusebenza lwakamuva futhi lwsimanjemanje, nokuqinisekisa ukuthi iminininingwane yosuku nesikhathi iqondile kanye nokuhlonza nokulungisa nanoma yimaphi amaphutha angenzeka.

"...inkinga ebessivamise ukuhlangabezana nayo wukuthi amadivayisi abephelelwu ngamabhethri, esikhathini esiningi ngenxa yokuthi abasebenzi bebekhohlwa ukuwashaja amabhethri. Thina (abasizi bezobuchwepheshe) sihale sinavo amabhethri

ayizipele ukuze sikuwazi ukushintsha amabhethri aphelelwu wumlilo ezizindeni okusetshenzelwa kuzona emphakathini. Lokhu kunciphisa ubude besikhathi sokungasebenzi kwedivayisi." - *Shaun Lawrence (Umsizi wezobuchwepheshe we-EDC)*

6.2.5 Ukugcinwa kwemininingo kanye nokwensiwa kwamakhophi

Nakuba uqoqa imininingo ngomshini, usazoba nawo amaphepha amanangi, okumele uwafake kumafayela bese uwagcina. Bheka isigaba esingenha mayelana nokukhwezwu nokugcinwa kahle kwamapheda. Uma imininingo iquoqe ngomshini noma ifakwe kwisizindalwazi sekhompyutha emva kokuqoqa, uzogcina usunemininingo efundwa ngekhompyutha, okuzodingeka ukuba igcinwe kahle noma kwenziwe namakhophi ayo. Cabanga ngalokhu okulandelayo mayelana nokugcinwa kwemininingo kwisizindalwazi sekhompyutha:

- Qinisekisa ukuthi luyatholakala usizo olusezingeni eliphezulu mayelana nokuqoqa nokugcinwa kwemininingo. Kumele ube nomuntu oqokiwe (isiboneolo, umlawuli wemininingo) ongalawula futhi akhiphe amafayela olwazi olugcinwe ngekhompyutha lapho lugcinwe khona.
- Kumele ube nesu noma uhlelo olusebenza kahle kakhulu lokugcina imininingo kanye nokwenza amakhophi emininingo. Lokhu kusemqoka ekuqinisekiseni ukuthi awulahlekelwa wumsebenzi wakho owusebenzele kanzima izinyanga ngezinyanga noma iminyaka ngeminyaka.
- Isu lokugcina amakhophi emininingo olusebenzisayo izoya ngokohlelo lwakho kanye nohlelonqubo lokupathwa kwemininingo.
- Ama-hard drive (amadivayisi okugcina imininingo nezinhlelokusebenza zekhompyutha) angaphandle, awusizo kakhulu ekugcineni amakhophi emibhalo yohlelo, izinqubomgomu, amafomu okuqapha nokuhlola, izethulo, izithombe, njll. (yonke into ehlobene nohlelo lokuvinjelwa kwe-HIV, ngaphandle kwemininingo yansukzonke yezempilo eqoqe kumakhasimende).
- Uhlelonqubo oluzenzela ngokwalo amakhophi emininingo luyinto enconya kakhulu mayelana nayo yonke imininingo yamakhasimende eqoqe eziphathele okusetshenzelwa kuzona emphakathini (okuyimininingwane esetshenzelwa ukuhlaziya). Sebenzia uhlelokusebenza olwenziwe ngendlela yokuthi lukwazi ukuzenzela ngokwalo amakhophi amafayela ekhompyutha (uhlelokusebenza lokwenza amakhophi amaseva amafayela noma idivayisi eyi-USB yangaphandle eyenza amakhophi amafayela, okufaka phakathi nohlelokusebenza oluzenzela ngokwalo amakhophi amafayela).

- Ukuthi uwenza kaningi kangakanani amakhophi amafayela nemininingo kuzoya ngokuthi abasebenzi balufaka kangakanani ulwazi olusha. Inkambiso enhle wukuba lokhu kwenziwe nsukuzonke.

"Esikhungweni i-Desmond Tutu TB Center, imininingo igcinwa kuseva eyodwa equkethe wonke amafayela nemininingo. Umlawuli wesizindalwazi wakhe uhlelokusebenza lwekhompyutha oluzikhiphela ngokwalo imiyalelo yokuba kwenziwe amakhophi amafayela agcinwe kuseva eyinhloko, ngesikhathii esifanayo nsukuzonke. Lokhu kusho ukuthi kwenziwa amakhophi emininingo athathwa kuseva eyinhloko athunyelwe kuma-hard drives amanangi, abizwa ngokuthi yi-NAS (isigcinalwazi esixunywe

kwinethiwekhi). Ngaphezu kwalokho, kanye ngeviki imininingo iyaguqulwa ukuze igcinwe ngaphansi kwamakhodi ayenza ingabonwa yinoma ngubani (ingenhoso yokuqinisekisa ubumfihlo bekhasmende) bese igcinwa kwi-hard drive yangaphandle. Lokhu kubo sekuthunyelwa enkamanini yangaphandle egcina imininingo." - *Clyde Smith (Umenzi Wezinhlelokusebenza Zemininingo Yekhompyutha)*

Ukuze uthole ulwazi olithe xaxa mayelana nokupathwa kwemininingo funda ushicilelo IweNhlangano Yezempilo Emhlabeni olusihloko sithi: Consolidated strategic information guidelines for HIV in the health sector, olutholakala ku: <http://www.who.int/hiv/pub/guidelines стратегични гидливи за HIV в здравствената сектора>



Kusemqoka ukuba nabasizi bezobuchwepheshe abangahlinzeka ngosizo lwezbuchwepheshe ohlelweni lokuvinjelwa kwe-HIV ngokulungisa nokugcina amadivayisi okuqoqa kwemininingo esezenza kahle.

7. Isetshenziswa kanjani imininingo eqoqwe endaweni ethile ezinhlelwini zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini?

Lesi sigaba sizochaza ngalezi zincwaningo zesigameko ezintathu, eziponisa ukuthi ukuqoqwa kwemininingo yendawo ethile emphakathini kungasetshenziswa kanjani ezinhlelwini zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini.

7.1 Ukusebenzisa izithombe ezithathwe phezulu emoyeni eziponisa izinguuko zesimo nokwakheka kwendawo okuqaliswe kuyona uhlelo lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini

Uhlelo lokuhololela i-HIV kanye nokuxhumanisa ikhasimende nosizo lokunakekelwa nokwelashwa lwaqaliswa emphakathini owakhelene nedolobha, okungumphakathi owabe unakho kokubili amakhaya akhiwe ngendlela ehlelekile kanye nemijondolo (imikhukhu eyakhiwe ngothayela). Abasebenzi bezempilo bavakashela umuzi nomuzi behlinzeka ngezinsizakalo zokuhololela i-HIV kulabo bahlali bendawo abavuma ukuhlolwa. Abahlali okwatholakala ukuthi bane-HIV bathunyelwa esikhungweni sezempilo sendawo ukuze bathole usizo lokunakekelwa nokwelashwa. Abasebenzi bezempilo bekudingeka baphinde bavakashele amakhaya alabo okwatholakala ukuthi bane-HIV ngenhoso yokubheka ukuthi bakwazile yini ukuthola usizo lokunakekelwa nokwelashelwa i-HIV esikhungweni sezempilo.

Ngowezi 2014, ngaphambi kokualiswa kohlelo, kwathathwa isithombe sasemoyeni esibonisa umphakathi lapho kuzoqhutshwa khona lolu hlelo. Lesi sithombe sabalekelela abaphathi bohlelo ngenkathi benza umsebenzi wabo wokuhlela. Kwahlananiswa uhlelo lokusebenza, ngokubheka isimo sokuhaliswa kwabantu esabe sinezindlu ezakhiwe ngendlela ehlelekile kanye nezindlu eziyimjondolo. Ngokubheka isilinganiso senani lamakhaya kule ndawo, kwaqashwa inani elithile labasebenzi bezempilo futhi emva kwalokho kwabe sekualiswa uhlelo.

Esikhathini esiyiminyaka emibili emva kokuualiswa kohlelo (2016), abasebenzi bezempilo baqala ukubika ukuthi kwasekuqaliswe umsebenzi wokwakha izindlu ezihlelekile (ezakhiwe ngezitini) esikhundleni semijondolo. Lokhu bekuhambisana nenqubomgomu kahulumeni yokuhlaliswa kwabantu nokuhlinzekwa kwezindlu. Kwathathwa isithombe sesibili sasemoyeni, esabe sibonisa ngokucacile inani nohlobo lwezindlu, uma sighthaniswa nesithombe sokujala esathathwa phambilini ngowezi-2014 (bheka uMfanekiso 8.3). Lezi zinguuko zaba nomthelela ohlelweni. Ukwakhiwa kwezindlu ezihlelekile, endaweni lapho kwakwakhiwe khona imijondolo esikhathini esedlule, kwabe kubonisa ukuthi kule ndawo sekufike abantu abasha ababedinga ukuhlolela i-HIV (izindlu ezihlelekile zanikezwa abantu ababesohlwini lwabantu abazokwakhelwa izindlu, okusho ukuthi abantu ababehlala emijondolo kule ndawo akubona nje kuphela bodwa abahlinzekwa ngezindlu ezihlelekile). Futhi kwakusho ukuthi labo ababehlala emijondolo (abase behloliwe kakade behlolela i-HIV), bathutha kule ndawo ngakho-ke abasebenzi bezempilo babengeke besakwazi ukulandelela ukwelashwa kwabo (ngokubavakashela emakhaya). Ngenxa yalokho-ke uhlelo belungekho esimweni sokubika ukuthi bayaluthola yini usizo lokunakekelwa nokwelashelwa i-HIV.

Abaphathi bohlelo bazisebenzise ngale ndlela elandelayo izithombe ezathathwa emoyeni:

- Baluhlela kabusha uhlelo lwabo ngokususela olwazini olusha olwaluboniswa yisithombe sesibili esathathwa emoyeni, futhi bachibiyela nohlelo lokusebenza kanye nezikathi ezbekiwe neminqamulajuqu ukuze ihambelane nalolu lwazi olusha.
- Embikweni wabo oqondiswe kubaxhasi nabanye ababambiqhaza, basebenzisa lezi zithombe njengobufakazi bokubonisa ukuthi wabe usupazamisekile umsebenzi wabo kanye namandla okulandelela nokuvakashela abantu ababehlolela i-HIV, ngenxa yokuguquka kwasimo sendawo.



Ukusebenzisa izithombe ezithathwe emoyeni ukubonisa izinguuko zesimo sendawo lapho kugutshwa khona uhlelo lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini.



7.2 Ukusebenzisa umfanekiso webalazwe ohlelweni lokuvimbela HIV oluqhutshelwa ngaphakathi emphakathini ukuqapha nokubheka ukuthi uhlelo lusebenza kahle yini

I-Families Matter! Program (FMP) wuhlelo lokuvimbela i-HIV olusekelwe phezu kwemiphumela oluqondiswe kubazali/kabalondolozi bezingane ezingakathombi ezineminyaka yobudala eyishiyagalolune kuya kweyi-12. Lolu hlelo luhlose ukulekelela abalondolozi bezingane ngokwenza ngcono nokuthuthukisa amakhono abo okubhasobha nokuhulisa kahe izingane ngokuba bakwazi ukuxhumana nokuxoxisana kahe nezingane zabo ngezinto ezinjengokuthola abantwana kanye nokunciphisa ubungozi obuhambisana nokuya ocansini. Lolu hlelo luyabalekela abazali futhi ngokuhthaza izinkambiso zokuhulisa abantwana ngendlela efanelekile njengokwakha ubudlelwane nezingane zabo, ukuzikhthaza uma zisabenze kahe futhi ziziphethe kahe kanye nokuxhumana kahe nezingane zabo ezingakathombi. Injongo yalokhu yesikhathi eside wukubambezela ukuqala kwalezi zingane ezingakathombi ukuya ocansini futhi ngalokho kuncishiswe ubungozi bokuba zithole izifo ezithathelwana ngokocansi (ama-STI) kanye ne-HIV. I-FMP wuhlelo oluthatha amaviki ayisithupha, lapho kunesigcawu esisodwa ngeviki sokubonana ubuso nobuso, kanye nomkhosi wokuphothula uhlelo ngempumelelo obanjwa emva kwezigcawu eziyisithupha. I-FMP yaqaliswa edolobheni laseKapa phakathi kukaMbsa 2014 noMandulo 2016 futhi yayisebenzia uhlelokusebenza lwe-GIS ukuhlola nokuqoka abantu abafanelekile ababezobamba iqhaza.

Abaphathi bohlelo bahlonza indawo ethile abadweba isimo sayo ngokusebenzisa imininingo yohlelo lokubalwa kwabantu. Abaxumanisi bomphakathi (ama-CLO) avakashela umuzi nomuzi endaweni ethile ehlonziwe. Basebenza ngendlela ehlelekile ukuhlola ikhaya ngalinye kule ndawo futhi baqoka abazali/abalondolozi bezingane abafanelekile ababezofakwa ohlelweni. Babesebenzisa umshini ophathwa ngesandla (PDA) okuyidivayi equukethe uluhlu lwemibuzo ethile (eyabe isifakiwe kakade kulo mshini). Ama-CLO aqoqa ama-GPS coordinates (esebenzisa i-PDA) ayebonisa ngqo ukuthi lakihiwe kuphi ikhaya ngalinye. Uma engekho umuntu omdala ngaleso sikhathi ekhaya i-CLO yayithatha ama-GPS coordinates bese idluelia ekhaya elilandelayo. Uma ekhona umuntu omdala ekhaya, i-CLO yayisebenzia uluhlu lwemibuzo ukuhlonza ukuthi ufanelekile yini ukufakwa ku-FMP. Zonke izimpendulo zazifakwa ngqo ku-PDA. Yonke imininingo yayithunyelwa kwisizindalwazi esikhetekile esenzelwe lo msebenzi.

Ukuqoqwa kwemininingo ngomshini kwenza kube lula kubaphathi beinhlelo ukuqapha inqubekelaphambili eyenziwe ngama-CLO, mayelana nokuqqwa kwamalungu omphakathi azofakwa ku-FMP. Abahlazyi bemininingo basebenzisa imininingo eqoqwe ngomshini kanye nama-GPS coordinates ukubonisa inqubekelaphambili eseyenziwe ebalaqwani. Bhaka uMfanekiso 8.4.

Indawo ehlonziwe okuzoqaliswa kuyona i-FMP iphawulwe ngomugqa obomvu oyizungezile. Isiqeshana sendawo ngayinye ezovakashelwa yisisebenzi sezempilo ngasinye ibonisa ngemingcele enombala ophuzi futhi inikwe nezinombolo (lokhu kuhlonzwe ngokusebenzisa imininingo yokubalwa kwabantu eqondene nale ndawo). Ichashazi lombala ngamunye elisebalazveni limele umkhakha othile wenqubo yokuqokwa kwabantu (umbala oluhlaza sasibhakabhaka umele amakhaya avakasheliwe, umbala oluhlaza satshani umele amakhaya lapho kwatholakala khona abantu abafanelekile ukubamba iqhaza futhi umbala obomvu ubonisa amakhaya lapho umlondolozi wezingane wayeseluphothulile uhlelo lwe-FMP). Ngokusebenzisa ibalazwe (umfanekiso obonakala ngamehlo, okhombisa iminininingwane), imenjenya yohlelo beyikwazi ukubona kalula ukuthi ingakanani inqubekelaphambili eseyenziwe ekuqokeni abantu abazobamba iqhaza ku-FMP. Ngalokhu-ke, imenjenya yohlelo beyikwazi futhi nokuhlonza ukuthi yiziphi iziqeshana zendawo ezingakavakashelwa kanye namakhaya lapho kwatholakala khona abalondolozi bezingane abafanelekile ukufakwa ku-FMP kepha abangakaluhambeli lolu hlelo. Lawa makaya angaphinda futhi avakashelwe bese laba balondolozi becelwa futhi ukuba bazibandakanye ku-FMP.



Ibalazwe lendawo ehlonziwe lapho kwagaliswa khona i-FMP elibonisa amakhaya avakashelwa, namakhaya afanelekile ukufakwa ku-FMP kanye nalawo makhaya lapho abantu ababebambe iqhaza sebeyiphothulile i-FMP.

7.3 Ukusebenzisa umfanekiso webalazwe ukubonisa izindawo lapho abantu bebike khona ngokwabo ukuthi bayazithola izinsizakalo ze-HIV eziqhutshelwa ngaphakathi emphakathini esikhathini esiphelele salolu hlelo

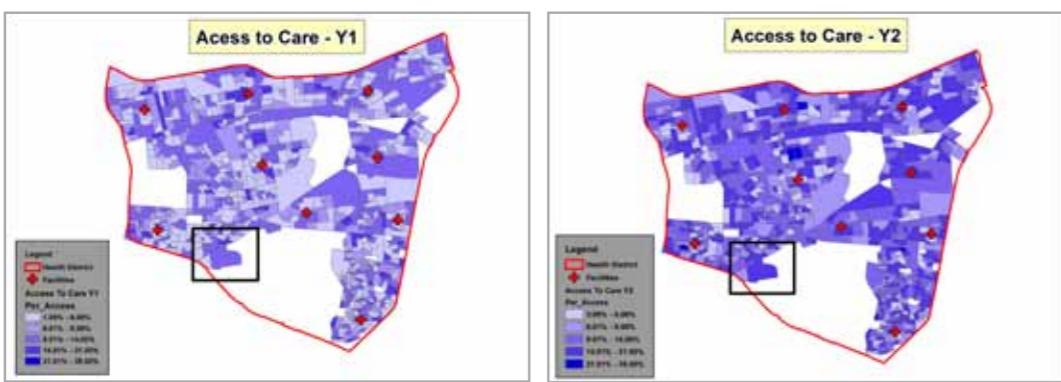
Ukufinyelela ezinsizakalweni zokunakekelwa nokwelashelwa i-HIV kuyinkomba esemqoka esikhathini esiningi etholakalayo ezinhlelweni ze-HIV. Kubalulekile ukuba amakhasimende ane-HIV afinyelele ezikhungweni zezempiло, athole usizo lokunakekelelwa i-HIV futhi aqalise ukwelashwa ngokushesha ukuze imiphumela yokwelashwa ibonise impumelelo.

Uhlelo lokuhlinzekwa kwezinsizakalo ze-HIV oluqhutshelwa ngaphakathi emphakathini, lwaqaliswa endaweni ethile ehlonziwe, luambisana nomkhankaso wokuhlolelwa i-HIV, lapho abasebenzi bezempilo bavakashela khona umzi nomzi emphakathini behlinzeka ngosizo lokuhlolelwa i-HIV kuwo wonke amakhasimende avumile ukuhlolelwa ekhaya ngalinye. Lolu hlelo lwasebenzisa idivayisi ephathwa ngesandla ukuqophama-GPS coordinates ekhaya ngalinye abalivakashela futhi emva kwalokho baqqa nemininingo, ngomshini, yekhasimende ngalinye elavuma ukuhlolelwa i-HIV kulelo khaya. Mayelana nekhasimende ngalinye elisha, idivayisi yakhiqiza inombolo eyodwa engafani nezinye (unique number) eqondene nalelo khasimende kuphela. Wonke amakhasimende amasha athunyelwa esikhungweni sezempilo ukuze ayothola usizo lokunakekelwa nokwelashelwa i-HIV.

Uhlelo lwaqasha abeluleki abangontanga abavakashela umuntu one-HIV ngamunye ekhaya lakhe noma endaweni okuvunywane ukuthi kuzohlanganelwa kuyona ngosuku oluthile (okungenani sekuphele inyanga kutholakale ukuthi ikhasimende line-HIV) ukuze kulandelelw futhi kuqinisekwise ukuthi ngempela ikhasimende laluthola yini usizo lokunakekelwa nokwelashelwa i-HIV esikhungweni sezempilo. Ngenkathi umeluleki onguntanga ehlangana namakhasimende wachofa inombolo yekhasimende engafani nezinye kudivayisi yokuqoqwa kolwazi ngomshini futhi emva kwalokho waqala ukubusa ikhasimende imibuso ebhalwe ohlwini lwemibuso, ukuze athole ulwazi mayelana nokuthi lelo khasimende likwazile yini ukuthola usizo lokunakekelwa nokwelashelwa i-HIV. Ngokubheka ulwazi oluhrinzekwe yikhasimende, umeluleki onguntanga ubesekwazi ukucinisekisa ukuthi ikhasimende likwazile yini noma cha ukufinyelela osizweni lokunakekelwa nokwelashelwa i-HIV. Abeluleki abangontanga bahlinzeka ngokwelulekwa kwengqondo kanye nolwazi nemfundiso ethe xaxa kulawo makhasimende ayengakafinyeleli kwizinsizakalo zokunakekelwa nokwelashwa. Futhi baweseka amakhasimende ngokuwaphelezela ngenkathi evakashela esikhungweni sezempilo, uma ikhasimende licela ukuphelezewa.

Uhlelo lwasebenzisa ibalazwe ukubonisa, ngokwezdawo ezihlukene, leyo ngxene yamakhasimende ane-HIV ayesexhunyaniswe nosizolokunakekelwanokwelashelwai-HIV kwisiqeshana ngasinye sendawo (ngokwemininingo yohlelo lokubalwa kwabantu) ethile ehlonziwe. Ububanzi bamaphesenti ngabunye bunikezwa umbala othile, futhi umbala ongagqamile kakhulu ubonisa izinga eliphansi bese kuthi umbala ogqame kakhudlwana ubonise izinga eliphezulu. Amabalazwe akhiwa ngasekupheleni konyaka wokuqala kanye nowesibili.

Uma ubheka uMfanekiso 8.5, uzophawula ukuthi ibalazwe elingaphansi (unyaka wesibili) linemibala egqamile uma liqhataniswa nebalazwe elingaphezulu (unyaka wokuqala), okubonisa ukukhuphuka kwsibalo sabantu abathole izinsizakalo zokunakekelwa nokwelashelwa i-HIV ngonyaka wesibili uma kuqhataniswa nonyaka wokuqala. Uma ubheka ingxene engaphakathi kwsikwele esimnyama, uzophawula ukuthi; ngonyaka wokuqala aphakathi kwama-14% nama-21% amakhasimende okutholwe ukuthi ane-HIV athola usizo lokunakekelwa nokwelashelwa i-HIV. Ngonyaka wesibili, leli nani beselikhuphukile lafinyelela phakathi kwama-21% nama-35%. Lolu cwaningo lwesigameko lwasebenzisa ibalazwe ukubonisa inqubekelaphambili eyenziwe ohlelweni lokuxhunyaniswa kwamakhasimende nosizo lokunakekelwa nokwelashelwa i-HIV oluqhutshelwa ngaphakathi emphakathini phakathi konyaka wokuqala nonyaka wesibili, ngokwenani labantu abane-HIV abafinyelela ezinsizakalweni zokunakekelwa nokwelashelwa i-HIV esikhungweni sezempilo.



Ukusebenzisa ibalazwe ukubonisa ukufinyelela kwabantu ezinsizakalweni zokunakekelwa nokwelashelwa i-HIV okubikwe yibona ngokwabo abantu kusukela onyakeni wokuqala kuya onyakeni wesibili.





UKUQAPHA NOKUHLOLA

Blia Yang, Jerry Molaolwa, Margaret Van Niekerk kanye no-Rory Dunbar

“ Okukalwayo kuyenziwa, okukalwayo bese kuhlinzekwa abasebenzi ngolwazi lokuthi basebenze kanjani kwenziwa kahle kakhulu, okuhambisana nomvuzo omuhle kuyaphindaphindwa.

- John E. Jones (*Ijaji laseMelika, elamenyezelwa yiphephabuku i-Time ohlwini lwabantu abayi-100 abayibekile induku onyakeni*)

ISAHLUKO 9 UKUQAPHA NOKUHLOLA

Kungani sibalulekile lesi sahluko?

Ukuqapha nokuhlolola kuyinqubo ebalulekile kunoma yiluphi uhlelo lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini. Labo abasebenzia uhlelo kudingeka baqoqe ulwazi mayelana nenqubekela phambili yohlelo lwabo futhi basebenzise lolu lwazi ukunquma ukuthi uhlelo luyazifeza yini izinhloso zalo futhi luhlinzeka lokho okuhloswe ukuthi lukuhlinzeke. I-M&E idinga ukuphindaphindwa kaningi ngesikhathi kuqhutshwa uhlelo.

Kodwa-ke akuhlali kulula ukusebenzisa imigomo ye-M&E. Labo abasebenzia uhlelo emphakathini badinga isikhathi kanye namakhono okuthuthukiswa kwamathuluzi afanele e-M&E. Lesi sahluko sizosebenzia ucwaningo lwasigameko futhi sabelane ngezipiliyon zabantu ukuveza amaphuzu abalulekile e-M&E ukusiza labo abasebenzia uhlelo emphakathini ngemigomo ye-M&E. Sizochaza ngamathuluzi afanele angaguqlwa kalula futhi asetshenziswe ezindaweni ezihlukahlukene, nokwenza lesi sahluko sibaluleke kakhulu kunoma ngubani osebenzia uhlelo lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini.

Yini ozoyifunda kulesi sahluko?

1. Kungani kubalulekile ukuqapha nokuhlolola ezinhlelweni zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini?
2. Uyiqapha futhi uyihole kanjani imiphumela yezinhlelo?
 - 2.1 Ngokucubungula imiqondo ephathelene nokuqapha nokuhlolola imiphumela yezinhlelo
 - 2.2 Ngokucubungula izinkomba
 - 2.3 Ngokusebenzia izincwaningo zezigameko ezithile ukubonisa ukuqashwa nokuhlolwa kwemiphumela yezinhlelo
 - 2.3.1 Ucwaningo lwasigameko: I-M&E yokuhlolola inqubo yohlelo lwezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini (CB HTS) esikhathini esiyizinyanga eziyisithupha emva kokuqaliswa kwalolu hlelo
 - 2.3.2 Ucwaningo lwasigameko: I-M&E yokuhlolela isifo sofuba ngaphansi kohlelo lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini
 - 2.4 Amathuluzi okuqapha nokuhlolola imiphumela yezinhlelo
3. Uwuqapha futhi uwuhole kanjani umsebenzi owenziwa ngabasebenzi bezempilo?
 - 3.1 Ngokuhlolola ukuthi abasebenzi bezempilo bahlinzeka kanjani ngezinsizakalo
 - 3.2 Ngokuhlolola ukuthi abasebenzi bezempilo bayiqoqa kanjani imininingo
4. Ukuqapha futhi ukuhole kanjani ukulawulwa kokutheleleka kwabantu ngesifo sofuba?
 - 4.1 Ngokusebenzia ithuluzi lokuhlolola ukulawulwa kokutheleleka kwabantu ngesifo sofuba
5. Kubaluleke kangakanani ukusabalalisa imininingo yezinhlelo kanye nemiphumela ye-M&E kubasebenzi bezempilo?

1. Kungani kubalulekile ukuqapha nokuhlola ezinhlelwini zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini?

Alukho uhlelo lokuvimbela i-HIV oluqhutshelwa emphakathini olungaphumelela ngaphandle kokuqapha nokuhlola ngendlela eqhubekayo (i-M&E). Ukuqapha kungukulandeleta okujwayelekile kokulinzekwa kwezinsizakalo kanye nokusebenza kohlelo kusethenziswa ulwazi oluqoqwa njalo (11), isibonelo, ulwazi oluqoqwe kumarekhodi okuhlolela kwabantu i-HIV noma kurejista yokuhlolela i-HIV. Ukuhlola wukucubungula indlela okusetshenzwa ngayo njalo ngokuhamba kjesikhathi ngenhoso yokuthola ukuthi uhlelo luyazifeza yini izinhoso zalo (11). Lokhu kubandakanya ukuhlaziya kwemininingo kanye nokubheka izinkomba.

Ngaphandle kwe-M&E, abahlinzeki bezinhlelo emphakathini ngeke bazi ukuthi uhlelo lwabo luyazifeza yini izinhoso zalo futhi lwenza lokho okuphophelwe ukuthi lukwenze. Ngemuva kokwenza i-M&E, abaphathi bohlelo kufanele bahlinzeke imibiko kubahlinzeki bezinhlelo futhi baqhamuke namasu amasha noma baguqale lawo asetshenziswayo njengamanje ukwenza ngcono uhlelo kanye nokusiza ukuthi luLangabezeane nezinhoso ezhlosiwe.

Kulesi sahluko, ngeke nje kuphela sigcine ngokucubungula i-M&E ekuqapheni nasekuhloreni imiphumela yezinhlelo, kepha sizophinda sicubungle nobunyoninco bezisebenzi zezempiro bokwenza umsebenzi wazo (indlela izisebenzi ezinomthelela ngayo kwimiphumela yezinhlelo) kanye nokulawluwa kokutheleka nokusabalala kwezifo (okuyinto esemqoka kakhulu kunoma iluphi uhlelo lokuvinjewa kwe-HIV).

2. Uyiqapha futhi uyihlole kanjani imiphumela yezinhlelo?

2.1 Ngokucubungula imiqondo ephathelene nokuqapha nokuhlola imiphumela yezinhlelo

Ngokuya kwesimo kanye nobukhulu bohlelo lwakho, kuzodingeka uthuthukise uhlelo lwe-M&E kanye/noma uhlaka lwe-M&E. Inhosongqangi yohlaka lwe-M&E wukuqapha izinsizakalo ezhlinzekwayo kanye nokuhlola imiphumela efeziwe. Uhlaka luchaza izinkomba eziethenzisiwe ukukala ukuthi uhlelo luyahlangabezaana yini nemikhawulo yalo noma cha (138, 139).

Icebo

Imihlahlandlela ye-M&E kumele ibhalwe ngaphambi kokuqala kohlelo

Kumele ngaso sonke isikhathi wenzenqaphambi kokuqala uhlelo umhlahlandlela we-M&E, ukujinisekisa ukuthi imisebenzi yokuqoqa idatha ihambisana nolwazi oludingwa yi-M&E.

Uma wenza uhlaka lwe-M&E, cabanga ngalokhu okulandelayo mayelana nohlelo lwakho lokuvimbela i-HIV:

- Injongo yohlelo:** Injongo yesikhathi eside olunomthelela kuyo lolu hlelo, isibonelo, isibalo sabantu abane-HIV.
- I(z)nhoso e(z)balulekile:** Inhoso yalolu hlelo, isibonelo, ukuhlolela i-HIV noma ukusabalala amakhondomu.
- Imiphumela:** Imiphumela ehloswe wuhlelo, isibonelo, ukwandisa ukusetshenziswa kwamakhondomu kubaqwayizi. Imiphumela ihlonze njengokukhula ngokolwazi, amakhono kanye nokuwasebenza, ukushintsha kwendela yokucabanga, noma ukuhlinezka kweminye imihlomulo.
- Imisebenzi:** Lena yimisebenzi eyenziwe, njengoba ibekiwe ohlelweni lokusebenza.

- Izinkomba:** Lezi yizinto ezhilukahlukene ezikala izingxene ezhilukahlukene zohlelo. Eminye yemisebenzi iyahambisana nezinkomba ezhilukahlukene (Bheka isibonelo sohlelo lokusebenza kuSithasisel 5). Izinkomba zikala imiphumela, bese ziyaveza ukuthi uhlelo luqhatshwa ngendlela okuhlelwe ngayo noma cha, isib. ukufeza izinhoso zohlelo. Isibonelo, umsebenzi kungaba wukuhlinzeza izinsizakalo zokuhlolela i-HIV. Izinkomba ezhambisana nalo msebenzi zingabandakanya isibalo samatshitsi namabhungu ahlolele i-HIV, isibalo sabantu abadala abahlolele i-HIV, inani labantu okuthe uma behlolwa kwatholakala ukuthi bane-HIV, njalonjalo.

Ngaphezu kwalokhu, abahlinzeki bohlelo kumele bacabange ukuthi ulwazi luzoqoqwa kanjani ngezinhoso zokulusebenzisela i-M&E futhi yimiphi imibiko ye-M&E eyokhishwa. Lokhu kumele kufakwe ohlelweni lonkana lwe-M&E.

- Uhlelo lokuphatha idatha:** Lokhu kubandakanya ukuqoqwa kanye nokujinisekisa kwedatha, ngaphambi kokubhalwa kwemibiko ye-M&E. Bheka Isahluko se-8: Upkuphatha imininingo, nokuchaza ukuqoqwa kweminingo kanye nokusingathwa kweminingo, kubandakanya ukudluliswa kwedatha ngenhoso yokuyiqoqa ngezindlela zokuyibhala ephepheni noma ukuyiqoqa ngomshini. Abasebenzi abenza umsebenzi we-M&E kumele babandakanywe ekusungulweni kohlelo lokusingatha imininingo ngoba badinga ukujinisekisa ukuthi imininingo eqoqiwe ihambisana nezinkomba, ngendlela yokuthi imiphumela yohlelo ingahlolwa ukunquma ukuthi uhlelo luyazifeza yini izinhoso zalo.

- Ukubhalwa kwemibiko ye-M&E:** Le mibiko ingabhalwa ukukhombisa indlela uhlelo olusebenza kahle ngayo mayelana nezinkomba ezhilukahlukene ezikalwayo kanye nokukhombisa indlela uhlelo olusebenza kahle ngayo ekufezeni izinhoso-jikelele zalo. Abantu abenza umsebenzi we-M&E kumele basebenzisane ukujinisekisa ukuthi kukhishwa imibiko ye-M&E ewusizo ngaso sonke isikhathi sokuqhutshwa kohlelo.

Ziningi izincwadi ezibhaliwe mayelana ne-M&E, ezibandakanya ulwazi mayelana nokusungula izinhlelo nezinhlaka ze-M&E. Lawa mawebhusayithi alandelayo angaba wusizo:

<http://www.who.int/hiv/strategic/me/en/>

<http://www.unaids.org/en/dataanalysis/monitoringandevaluationguidance>

<https://www.cdc.gov/hiv/programresources/evaluation.html>

2.2 Ngokucubungula izinkomba

2.2.1 Ukuthatha izinqumo mayelana nezinkomba

Uyokwazi ukuthi iyiphi imininingo okumele iqoqwe uma usuzihlonzile izinkomba ozobika ngazo. Uma unquma ngezinkomba, kuyicebo elihle ukuthi ufunde ngezinkomba ze-HIV obika ngazo umnyango kazwelonek wezempi. Ukuhethwa kwenkomba ezingeni likazwelonek emnyangweni we-M&E ongaphakathi eMnyangweni Wezempi (Umnyango Kazwelonek Wezempi) (11, 138) kuvame ukwenziwa yithimba lokusebenza elinemkhakha eminingi.

	Inkomba	Uhlobo Iwenkomba	Amazinga okwahlukana
	Inani lezikhungo zezempiro zomphakathi ezhlinzeza i-HTS	Okufakiwe	Isifundazwe, isifunda nesikhungo
	Inani lezikhungo okungezona ezempilo ezhlinzeza i-HTS	Okufakiwe	Isifundazwe, isifunda nesikhungo
	Inani lemikhankaso okuhloswe ngayo ukukhangisa i-HTS	Inqubo	Isifundazwe, isifunda nesikhungo
	Inani labaluleki abaqequeshiwe abathola isibonelelo	Inqubo	Isifundazwe, isifunda nesikhungo
	Inani labantu abathola ulwazi oluthola ngaphambi kokuhlolwa	Umphumela	Isifundazwe, isifunda nesikhungo, ubulili kanye nesimo sokuhulelwka kwabesifazane
	Inani labantu abahlolelwe i-HIV	Umphumela	Isifundazwe, isifunda nesikhungo, ubulili kanye nesimo sokuhulelwka kwabesifazane
	Inani labantu abahlolelwe i-TB	Inqubo	Isifundazwe, isifunda nesikhungo
	Isibalo sabantu besilisa abangenayo i-HIV abadluliselwe ukuthi bayokwenza i-MMC	Inqubo	Isifundazwe, isifunda nesikhungo
	Isibalo sabantu abane-HIV abadluliselwe ukuhlolelwe i-CD4	Inqubo	Isifundazwe, isifunda nesikhungo
	Inani labantu abane-HIV abathola imiphumela ye-CD4	Umphumela	Isifundazwe, isifunda nesikhungo
	Inani leziguli ezitsha ezine-TB ezhlolelwe i-HIV	Umphumela	Isifundazwe, isifunda nesikhungo
	Inani leziguli ezitsha ezinama-STI ezhlolelwe i-HIV	Umphumela	Isifundazwe, isifunda nesikhungo
	Isibalo sabantu besifazane abakhulelwka abasha abahlolelwe i-HIV	Umphumela	Isifundazwe, isifunda nesikhungo
	Amaphesenti ezhkhungo lapho itholakala khona imihlahlandlela yenqubomgomoye-HTS	Umphumela	Isifundazwe, isifunda nesikhungo
	Inani labantu abahlolelwe i-HIV ngonyaka ofile futhi abathole imiphumela	Umphumela	Isifundazwe, isifunda nesikhungo
	Inani labantu abasanda kutholwa ne-HIV (Abasanda kufakwa ohlelweni lokwelashwa)	Inqubo	Isifundazwe, isifunda nesikhungo

Umfanekiso 9.1: Uthathelwe kuzinkomba ezophakanyisiwe zezinsizakalo zokuhlolela i-HIV eNingizimu Afrika (11)

Kusemqoka ukuba izinsizakalo ezisetshenziswa i-HIV emphakathini (i-CB HTS) kwabelwana ngayo njalo njenyanga neziphathimandla zezempiro zendawo. Le mininingo ifakwa embikweni wazo wesifunda okhishwa njalo ngenyanga othunyelwa kuziphathimandla zezempiro zesifundazwe, zona ezibe sezibika imininingo yesifundazwe kuziphathimandla zezempiro kuzwelone.

ENingizimu Afrika, uMnyango Wezempiro, udinga ukuba izikhungo zezempiro kanye nezinhlelo zokuvimbela i-HIV eziqhutshewa ngaphakathi emphakathini zibike ngeqoqo lezinkomba zoHlelo Lukazwelone Lwezinsizakalo Zokuhlolela i-HIV (11), ngaphezu kwezinkomba zokunakekelwa komama ngeskhathi besakhulelw (i-ANC), isifo sofuba (i-TB), izifo ezingosomathuba (ama-OI), izifo ezithathelwana ngokocansi (ama-STI), ukuthatha imishangozo yokuvimbela ukutheleka nge-HIV (i-PEP). Kuphinda kube nezinkomba ezikala ukudluliselwa phambili kwabantu ukuze bathole izinsizakalo ezifana nokuhlolela i-TB, ukuhlolela ama-STI, ukwelashwa ngemishangozo (ART), kanye noKusokwa Kwabesilisa Ngokuzithandela Esibhedlela (i-VMMC). Umfanekiso 9.1 ukhombisa izinkomba ezipakanyisive ze-HTS ezhilanzwe nguMnyango Wezempiro WaseNingizimu Afrika.

2.2.2 Izinkomba zokubika kuhulumeni

Kungakuhle ukuba izinkomba eziqoqwe ohlelweni lokuvimbela i-HIV oluqhutshewa emphakathini, zibikwe kwabezinsizakalo zezempiro kuhulumeni, ukuze imininingo yakho ibe yingxene yowlwazi Lukazwelone Lwe-HIV. Ngenxa yalesi sizathu, kubalulekile ukuba imininingo eqoqwayo ibe iyonyona futhi iphelele.

Endaweni esisebenzela kuyona, imininingo efanele etholakala uma kuhlinzekwa izinsizakalo zokuhlolela

i-HIV emphakathini (i-CB HTS) kwabelwana ngayo njalo njenyanga neziphathimandla zezempiro zendawo. Le mininingo ifakwa embikweni wazo wesifunda okhishwa njalo ngenyanga othunyelwa kuziphathimandla zezempiro zesifundazwe, zona ezibe sezibika imininingo yesifundazwe kuziphathimandla zezempiro kuzwelone.



Uthi bewazi nje?

Kungani izimenenja zohlelo kumele ziqinisekise ukuthi imininingo iseqophelweni eliphezulu?

Kubalulekile ukuba nemininingo yomhlaba wonke emayelana ne-TB ngoba i-TB ngenye yezifo eziyishumi eziseqhulwini ezibulala abantu emhlaben, ngokubulala abantu abalinganiselwa ku-1.79 wezigidu ngonyaka wezi-2015 (67). I-TB iphindu ibe yimbangela ehamba phambili yokufa kwabantu abaphila ne-HIV ne-AIDS (140). Ukusebenzisa imininingo yomhlaba emayelana ne-TB njengesibonelo, imininingo eqoqwe emphakathini (abasebenzi bezempilo abahlolela abantu i-HIV kanye ne-TB emphakathini), ifakwa kumininingo ezingeni lendawo nelesifunda. Imininingo evelakuzozonke izifundanaithunyelwa kumininingo yasezingeni lezifundazwe uma isuka lapho ithunyelwe ezingeni likazwelone. Imininingo eseizingeni likazwelone iba yingxene yemininingo yomhlaba wonke emayelana ne-TB. Lesi ngesinye sezizathu ezenza imininingo iseqophelweni eliphezulu ibaluleke futhi kungakho izimenenja zohlelo kudingeka ziqaphe ziphinde zihlole imininingo eqoqwa nsukuzonke.



Izinyathelo zokuqinisekisa imininingo kumele zithathwe ukuqinisekisa ukuthi imininingo eqoqwe endaweni yokusebenzela ihangabezana namaqophelo afanele ukuze idluliselwe kwabezempilo bakahulumeni ukuze babike ngayo.

2.3 Ngokusebenzisa izincwaningo zezigameko ukubonisa ukuqashwa nokuhlolwa kwemiphumela yesigameko



2.3.1 Ucwaningo Iwesigameko: I-M&E yokuhlolola inqubo yohlelo Iwezinsizakalo zokuhlolela i-HIV eziqhutshewa emphakathini (i-CB HTS) esikhathini esiyizinyanga eziyisithupha emva kokuqaliswa kwalolu hlelo

ULinda no-Jacob babengabasebenzi bezempilo, basebenzisana, behlinzeka izinsizakalo zokuhlolela i-HIV bengena umuzi nomuzi, njengengxenyen yohlelo lokuvimbela i-HIV olusetshenziswa emakhaya, oluqondiswe ikakhulukazi kubantu besilisa kanye namabhungu namatshitshi (abantu besilisa kanye namabhungu namatshitshi kabajwayele ukuya ezikhungweni zezempiro ukuyohlolela i-HIV). Umsebenzi kaLinda kwabe kuwukuhlolela abantu i-HIV kanye nokubanikeza izeluleko, kanti umsebenzi ka-Jacob kwabe kuwukuqqa imininingo emayelana nekhasimende ngqo kanye nempilo yekhasimende ngalinye abaye kulona. Wayeqoqa lolu lwazi esebevisa i-EDC (umshini wokuqoqa imininingo). U-Jacob kwadingeka aqoqe ulwazi oluningi olumayelana nekhasimende ngqo kanye nezinkomba zezempiro, kubandakanya, iminyaka yobudala kanye nobulili bekhasimende ngalinye, imvume ehlizekwe yekhasimende ukuthi lihlolelw i-HIV kanye nemiphumela yekhasimende yokuhlolela i-HIV. Ekupheleni kosuku ngalunye, imininingo eyayifakwe ku-EDC ka-Jacob yayifakwa kumininingo egcinwe emshinini. Umphathi wemininingo wayesebenzisa le mininingo ukukhipha imibiko ye-M&E, esebevisa imininingo ebekwe ngokuphakathi nendawo.

Lolu hlelo Iwaluqashe abasebenzi bezempilo abasebenzisana ngababili abangamaqoqo ayisithupha (kuhlanganisa uLinda no-Jacob). Umkhawulo jikelele wenani lamakhasimende ahlolelw i-HIV ngenyanga kwakungama-800. Izinkomba ezimbili ezaziqashwe wuhlelo zazibandakanya: inani (kanye nengxenyen) labantu besilisa abahlolela i-HIV kanye nenani (kanye nengxenyen) lamabhungu namatshitshi ahlolelw i-HIV. Lolu hlelo Iwalubeke imikhawulo yenyanga yenkomba ngayinye: sebebonke abangama-400 (ama-50%) kulabo abahloliwe kufanele kube ngabantu besilisa futhi ama-200 (ama-25%) kufanele kube ngamabhungu namatshitshi. Ukuze kuqashwe ukusebenza kohlelo, umlawuli we-M&E, uNellie, wacela ukuthi umphathi wemininingo akhiphe umbiko ngemumva kwezinyanga eziyisithupha ukulandeleta ukuthi bangaki kulabo abahloliwe okungabantu besilisa futhi bangaki okungamabhungu namatshitshi.

Umphathi wemininingo wakhipha lo mbiko olandelayo, owawufaka imininingo eqoqwe kubasebenzi bezempilo abasebenzisana ngababili abangamaqoqo ayisithupha (kubandakanya uLinda no-Jacob) ababehlinzeka i-HTS ngokungena umuzi nomuzi:

Umbiko ukhiqizwe mhla ziysi-5 kuMbasu 2015			
Isikhathi sokubika: 1 Mfumfu 2014 kuya kumhla zingama-31 Ndasa 2015			Imigomo ebekiwe yezinkomba ezinyangeni eziyisithupha
Inani (n)	%		
Inani labantu abahloliwe	4863		4800
Ubulili			
Abesilisa	2382	49%	2400 (50%)
Abesifazane	2481	51%	
Iminyaka yobudala			
13-19 iminyaka	632	13%	1200 (25%)
20-25 iminyaka	1466	30%	
26-40 iminyaka	1652	34%	
>40 iminyaka	1113	23%	



Ucwaningo Iwesigameko: 2.3.1 Iuyaqhutshwa.

UNellie wakwazi ukufunda lo mbiko futhi wabona ukuthi ama-49% alabo abahlolwa kwakungabantu besilisa (umkhawulo wama-50%), kanti ama-13% kwakungamabhungu namatshitshi (umkhawulo wama-25%). U-Nellie wahlela umhlangano no-Rosemary, imenenja yohlelo, ukuxoxa ngombiko we-M&E. Lolu hlelo lwalulidlulile inani labantu abahlolelwa i-HIV (ezinyangeni eziyisithupha) futhi lwaluqhubeka kahle ukuthi lufinyelele emkhawulweni ophathelene nenani labesilisa abahloliwe, kodwa lwalusekude ukuba lufinyelele emkhawulweni okuhloswe ukufinyelela kuwona wenani lamabhungu namatshitshi ahloliwe. U-Rosemary wathi abasebenzi bezempilo babike ukuthi amabhungu namatshitshi awakuthandi ukuhlolela emakhaya abo, ikakhulukazi phambi kwabazali babo futhi ngokuvamile bayenqaba ukuhlolela i-HIV. UNellie no-Rosemary badingida indlela yokuthi bakwazi ukufinyelela kwamanye amabhungu namatshitshi ukuze ahlolelw i-HIV. Banquma ukhlela umhlangano nabasebenzi bezempilo, kubandakanya uLinda no-Jacob, ukubahlinzeka negezimpendulo ezivela embikweni we-M&E futhi baxoxe ngokuthi lolu hlelo lungafinylela kanjani kwamanye amabhungu namatshitshi ukuze ahlolelw i-HIV.

Lolu cwaningo Iwesigameko luhombisa ukuthi ungasetshenziswa kanjani umbiko olula we-M&E, oveza izinkomba zohlelo, ukuqapha izinhloso zohlelo ngokuvhubeka kwalo uhlelo, kanye nokubaluleka kokusebenzisa imibiko ye-M&E ukuhlinzeka lolu lwazi kubasebenzi bezempilo kanye nokuvala noma yikuphi ukungasebenzi kahle okuvelayo ohlelweni.



Imininingo yezempielo eqoqwe kumahasimende iyosetshenziselwa i-M&E ukunquma ukuthi ngabe uhlolo lughubeka kahle yini ekhlangabezaneni nemikhawulo yalo kanye nokuqonda imbangela yezifo i-HIV kanye ne-TB emiphakathini.



EDC - UMSHINI
WOKUQOQA ULWAZI



IREJISTA LEPHEPHA

2.3.2 Ucwaningo Iwesigameko: I-M&E yokuhlolela i-TB ngaphansi kohlelo lokuvimbela i-HIV oluqhutshelwa emphakathini

U-Beauty wayenguMphathi Wesifunda sohlelo lokuvimbela i-HIV olusetshenziswa emphakathini olwalungena umuzi nomuzi ukhlolela abantu i-TB emakhaya abo, njengengxeny yohlelo oludidiyelwe lwezinsizakalo zokuhlolela i-HIV. Enye yezinkomba u-Beauty ayeyiqaphile kwakuwukuhlolela i-TB. Wabe azi ukuthi ebantwino abahlolelwe i-TB ohlelweni lwakhe, ama-1.5% eyenezimpawze-TB (Bheka iSithasiselo se-13, mayelana nesibono sethulizi lokuhlolela i-TB elididiyelwe kurekhodi le-HTS). Njengengxeny yomsebenzi wakhe, u-Beauty wayethamela imihlangano yekota yonyaka yokuhlinzeka kwezinsizakalo zezempielo esifundeni. Kukweminye yale mihlangano lapho akuphawula khona ukuthi ingxeny ethile yabantu ezikhungweni zezempielo eyayiholelw i-TB futhi enezimpawze-TB, yayiphakathi kwama-4% nama-10%. Waqhatanisa lokhu nengxeny yabantu abanezimpawze-TB ohlelweni lwakhe (ama-1.5%).

U-Beauty wayazi ukuthi inani labantu abanezimpawze-TB lizobe liphakeme esikhungweni sezempilo uma kughathanisa nasezindaweni okusetshenzelwa kuzo emphakathini, kodwa wayecabanga ukuthi ama-1.5% ayephansi kakhulu. Ngako-ke wacela abaphathi bezizinda abangaphansi kohlelo lwakhe ukuthi bakhuphule amahlandla okuvakashela kwabo lezo zindawo esezi zaba nesibalo esiphansi samahasimende anezimpawze-TB ezinyangeni eziyisithupha ezedlule. Wabacela ukuthi babheke futhi bahlole ukuthi abasebenzi bezempilo bayihlolisa kahle yini i-TB kumahasimende futhi balisebenzisa kahle yini ithulizi lokuhlolela i-TB. Ngemuva kwamasonto amabili, abaphathi bezizinda bethula umbiko ku-Beauty. Lo mbiko wawubonisa ukuthi kunezikhathi lapho abasebenzi bezempilo babebuza khona inhloko yomuzi ukuthi bakhona yini abanezinkomba nezimpawze-TB esikhundleni sokuhlola ilungu ngalinye lomndeni besebenzisa ithulizi lokuhlolela i-TB. Abaphathi bezizinda bawalungisa ngokushesa lawa maphutha ekuhlolweni kwe-TB futhi u-Beauty wathuthukisa uqequesho lokuzikhumbuza olumayelana nokuhlolela i-TB. Bonke abasebenzi kwadingeka ukuthi babuyele enhloko-hhovisi yesikhungo ukuze bethamele uqequesho lokuzikhumbuza mayelana nenqubo efanele yokuhlolela i-TB okumele ilandelwe kanye nokusebenzisa ithulizi lokuhlolela i-TB ngendlala efanele.

Enye yezinto ezsicutshungulwa yiNhlango Yezempilo Emhlabeni (i-WHO) wukuthi ibe namuphi umthelela i-M&E (11). Kulesi sigameko, u-Beauty wakuphawula ukuthi uhlolo lokuvimbela i-HIV olusetshenziswa emphakathini lube nengxeny encane yabantu abanezimpawze-TB. Wasebenzisa abaphathi bezizinda zokusebenzela ukuqapha nokuhlola lokho okwakwenzeka ezizindeni zokusebenzela, futhi wahlinzeka uqequesho lokuzikhumbuza oluxazulula ngqo izinkinga ezhlonzwe ezindaweni zokusebenzela ngenxa yokusetshenziswa kohlelo lokuqapha. Ezinyangeni ezimbalwa ezilandelayo, u-Beauty wabona sehla isibalo samahasimende ayeohlolw i-TB futhi ayenezimpawze-TB.

2.4 Amathuluzi okuqapha nokuhlola imiphumela yezinhlelo

Maningi amathuluzi akhona angasetshenziswa ukuqapha nokuhlola imiphumela yezinhlelo zokuvimbela i-HIV. Lesi sigaba sihlinzeka ulwazi, ngalokho esikufundile nesikubonile emphakathini, futhi sichaza amathuluzi amabili esiwasebenzile ukuqapha nokuhlola imiphumela yohlelo ye-CB HTS.

2.4.1 Ukusebenzisa irejista yezinsizakalo zokuhlolela i-HIV

ENingizimu Afrika wonke amahasimende athole ukwelulekwa kuma-CB HTS kumele abhalwe kurejista ye-HTS. Ngokujwayelekile, lena kuba yirejista eyiphepha. Ngokuvamile, imininingo yamahasimende iqala ithathwe kurekhodi le-HTS (eyiphepha) bese ibhalwa kurejista ye-HTS eyiphepha. Uma imininingo iqoqwe ngomshini, ungoti wemininingo angenza irejista ye-HTS esemshinini, eyobandakanya izici ezifanayo nezerezista ye-HTS esephepheni. Kuphakanyisa ukuthi irejista kazwelone ye-HTS kube yilona thulizi lokuqoqa imininingo elincane elingasetshenziswa uma kwensiwa i-HTS kungenwa umuzi nomuzi.(140).

Kungakhathalekile ukuthi ikhasimende liyavuma noma

cha ukuhlolelw i-HIV, kuphakanyisa ukuthi afakwe kurejista. Lokhu kuvumela izimenjenzo zohlelo ukuthi ziqhathanise iqembu elivuma ukuhlolelw i-HIV nalelo elingavumi ukuhlolelw i-HIV (ngokubheka iminyaka kanye nobulili). Irejista kumele ibe nemininingo efanele ngaso sonke isikhathi kwazise ingenye yemithombo engasetshenziswa ukugcina amarekhodi asemshinini. (11). Ulwazi olungafakeki kurejista ngokushesa, isibonelo, imiphumela yokuhlolelw i-TB (ngokuvamile kuthatha amahora angama-48 ukuthola imiphumela yokuhlolelw i-TB elabholethri), ingafakwa ngokuhamba kwesikhathi.

Imihlomulo yokusebenzisa irejista ye-HTS ku-M&E:

- Kuba lula ukuba izimenjenzo zohlelo zinqume ukuthi ingabe imininingo eqoqiwe iiyonayona futhi iphelele.
- Kuvumela izimenjenzo zohlelo ukuba zibone izinqubo zakamuva ezisetshenziswayo emhlabeni, ezingaholela ezinguqkweni ezinsizakalweni ezhlinzakwayo, ngokubheka ulwazi oluqqiwe.

Bheka iSithasiselo 26 ukubona isibonelo serejista yokuhlolelw i-HIV. Ukusebenzisa irejista ye-HTS ku-M&E kuchaziwe ocwaningweni Iwesigameko lapha ngezansi.

Ucwaningo Iwesigameko: Ukusebenzisa irejista ye-HTS ukuqinisekisa ukuthi imininingo iyiyonayona ngaphambi kokuyithumela emnyangweni kazwelonek wezempi

Umhlengikazi u-Margaret ngumphathi wesizinda sokusebenzela se-HTS esizimele. Omunye wemisebenzi yakhe wukuqinisekisa ukuthi imininingo eqoqwa nsukuzonke kumakhasimende avakashela lesi sizinda esizimele iyiqiniso. Wenza lokhu ngokubheka irejista ye-HTS njalo ekupheleni kwenyanga.

Le rejista inezikhala zemininingo yabesilisa nabesifazane, izikhala zemininingo emayelana nokuhlolewa i-HIV okwamukelwe kanye nokuhlolewa i-HIV okunqatshiwe kanye nezikhala 'zokuhlolewa ukukhulelw - yebo' kanye 'nokuhlolewa ukukhulelw - cha'. Wonke amakhasimende avakashela lesi sizinda esizimele ahlonzwa njengabantu besilisa noma abantu besifazane futhi yinto ejwayelekile ukuhlinzeka ukuhlolewa ukukhulelw kubo bonke abantu besifazane.

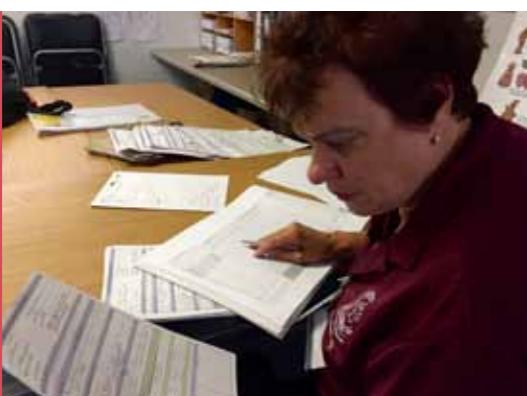
Mhla ziysi-6 kuNhlaba 2016, uMhlengikazi u-Margaret wahlala ehhovisini lakhe futhi waqala ukubuyekeza kwakhe irejista ye-HTS kwanyangazonke (kwenyanga kaMbasa), ebheka ukuphelela kwemininingo kanye nokuthi iyiyonayona.

Okokuqala, u-Margaret wabuyekeza izikhala ezineminingo yabesilisa neyabesifazane futhi wabheka izamba esikhali ngasinye: abesifazane abayi-125 kanye nabesilisa abangama-89. Ngamanye amagama, amakhasimende angama-214 avakashela lesi sizinda esizimele enyangeni kaMbasa 2016. Ukuhlola lesi samba, u-Margaret wahlanganisa izikhala ukuthola inani lamakhasimende ahlolelw i-HIV (inani labantu abangama-210), kanye nalabo abenqaba ukuhlolewa i-HIV (inani labantu abane), nokwenza isamba sabantu abangama-214. U-Margaret wayejabule ukuthi inani eliyisamba lamakhasimende avakashele lesi sizinda ngoMbasa bangama-214. Ukubala kwakhe okusheshayo kwabonisa ukuthi iningi lamakhasimende lalivumile ukuhlolelw i-HIV (210/214; ama-98%) kanye nokuthi iningi lamakhasimende kwakungabantu besifazane (125/214; 58%).

Okwesibili, u-Margaret wabuyekeza isikhala esineminingo emayelana 'nokuhlolewa ukukhulelw - abavumile'. Wabala wathola ukuthi abesifazane abayi-131 bahlolelw ukukhulelw. Ukubheka kwakhe kwangaphambilini kwakubonise ukuthi kwakunamakhasimende esifazane ayi-125. Lokhu kwabonisa ukuthi kunephutha elikhona ngale mininingo. U-Margaret wabheka ngokucophelela ubulili bekhasimende ngalinye elalibhalwe njengelihlolelw ukukhulelw. Ekhansi le-15 kurejista, wathola ukuthi amakhasimende ayisithupha ayebhaliswe njengahlolelw ukukhulelw, kodwa futhi ayebhaliswe njengawesilisa, u-Margaret wabe esebheka irekhodi le-HTS (umbhalo okuthathwe kuwo ulwazi) ukubheka lawa makhasimende ayisithupha futhi waqinisekisa ukuthi lawa makhasimende kwakungabantu besilisa.

U-Margaret wakhuluma nabasebenzi bezempilo ababegcwaliise irejista futhi wacela ukuthi isisebenzi sezempilo silungise iphutha kurejista kanye nephutha lokuqala.

U-Margaret waphinda wabona ukuthi ngalolu suku, kwakunesibalo esiphakeme sokuhlolela i-HIV kunesibalo esijwayelekile. U-Margaret wasebenzisa leli thuba ukuqeqesha abasebenzi bezempilo futhi achaze ukuthi kubaluleke kangakanani ukubhala imininingo okuyiyonayona. Ngisho nangezinsuku okumatasu ngazo (lapho abasebenzi bevame ukwenza khona amaphutha amanangi), abasebenzi kufanele bakhumbule ukubhala imininingo ngendlela efanele. Ngakho-ke ukusebenzisa irejista ye-HTS kungasiza ekuhlonzeni amaphutha futhi kungathathwa izinyathelo zokulungisa iphutha ngaphambi kokuba imininingo ithunyelwe ezingeni lesifunda ukuze kubikwe ezingeni likazwelonek.



Kubalulekile ukuba osuphavayiza babheke lokho okubhalwe kurejista ye-HTS bakuqhathanise nemininingo ebalwe embhalweni okuthathelwe kuwo ulwazi (irekhodi le-HTS) ukuqinisekisa ukuthi ukubhalwa kolwazi kwensiwe ngendlela efanele nokuyiyonayona.



2.4.2 Ukusebenzisa ithuluzi lokucwaninga isizinda sokusebenzela

Ucwaningo luyindlela enhle yokuqapha ukuthi izinsiza ezifanele futhi okuyizona ziyahlinzekwa kukhasimende ngalinye kanye nokubheka ukuthi abasebenzi bezempilo babhala phansi lezi zinsizakalo ngendlela efanele. Lokhu kubalulekile ngoba izimenjenya zohlelo kudingeka ziqinisekise ukuthi uhlelo luuhlinzeka izinsizakalo ezhlosiwe nokuthi imininingo iqoqwa ngendlela efanele.

Uhlelo lokuvimbela i-HIV olusetshenziswa emphakathini luvame ukusetshenziswa ezizindeni ezhluhalkulene. Isizinda kungaba yinoma iyiphi indawo eqokiwe ukuba kuhlinzekwe kuyo izinsizakalo zokuhlolela i-HIV, isibonelo, isizinda esizimele noma inqola ye-HTS engumahambanendlwana. Isizinda ngasinye kumele sicwaningwe.

Icebo

Abasebenzi basesizindeni kumele babe yingxenyne yohlelo lokucwaningwa kwsizinda

Ucwaningo lokuhlola isizinda kumele lwenziwe yisisebenzi esisebenza nge-M&E (noma iminenja yohlelo efanele) ngokubambisana nomphathi wesizinda (noma omunye umuntu ophethe kuleso sizinda). Ngale ndlela, umphathi wesizinda uyigxenyne yohlelo lokucwaningwa lwsizinda. Ucwaningo lwsizinda akumele lwenziwe ngumuntu wangaphandle kwsizinda ozela ukuzothola izinkinga esizindeni.

Esizindeni sokusebenzela sethu, sathuthukisa ithuluzi elingumshini lokucwaninga isizinda (bheka Isithasiselo 27), ku-Excel. Liquetho imibuzo enqunywe kusenesikhathi, engaphendulwa ngokuthi, yebo, cha noma lo mbuzo awuphathelene nami. Ithuluzi lahlukaniswa izingxenyne ezhluhene kuhlanganisa:

1. Iphepha lemiyalelo.
2. Ukuhlowa kwendawo yokusebenzela.
3. Ukubuyekezwa okuhleliwe kwamarekhodi e-HTS alawo makhasimende ane-HIV nalawo angenayo i-HIV.
4. Iphepha lohlaziyo elikhishwe ngumshini. Cabanga ngokusebenzisa ithuluzi ngale ndlela elandelayo:

Isinyathelo 1: Gcwalisa ingxenyne yokuhlola isizinda sokusebenza. Le ngxenyne ihlola ukuthi isizinda sokusebenzela sivikele kangakanani (izinyathelo zezokuphepha), izinyathelo zokulawula ukutheloleka ngezifo kanye namagumbi okwelulekwa nokuhlolwa (ingabe anempahla nemishini eyanele yokwenza i-HTS).

Isinyathelo 2: Khetha ngaphandle kokulandela uhlelo oluthile amarekhodi amakhasimende angama-20 ukuze abuyekezwe. Ngoba yonke imininingo evela kumarekhodi okuhlolela i-HIV ekhasimende ngalinye

ikhishelwa kurejista ye-HTS, siphakamisa ukuthi irejista ye-HTS isetshenziswe ukukhetha ngaphandle kokulandela uhlelo oluthile amarekhodi amakhasimende ahlolelw i-HIV ukuze abuyekezwe. Inhloso wukukhetha amarekhodi angama-20 (ayi-10 amakhasimende athole imiphumela ekhomba ukuthi ane-HIV ngesikhathi enza ukuhlolwa okusheshayo kanye nayi-10 amakhasimende athole imiphumela ekhomba ukuthi awanayo i-HIV ngesikhathi enza ukuhlolwa okusheshayo). Bhala usuku okuzokwenziwa ngalo ucwaningo kusikhungo bese uvula irejista ye-HTS yangenyanga edlule. Isibonelo, uma ucwaningo luzokwenziwa mhla zingama-22 kuMboso 2016, vula irejista kuze kufike kumhla zingama-22 kuNdasa 2016. Usebenza uhlela (ubheka kuNhlolanja noMasingana 2016), khetha amakhasimende ayi-10 abe nemiphumela ekhombisa ukuthi awanayo i-HIV.

Bhala phansi inombolo ehlukile yokuhlonza amakhasimende bese ukhipha amarekhodi awo e-HTS. Phinda lolu hlelo lokuhetha kumakhasimende athole imiphumela ekhomba ukuthi ane-HIV. Njengoba ezobe emanane amakhasimende athole imiphumela ekhomba ukuthi anayo i-HIV, siphakamisa ukuthi ukhethe ngaphandle kokulandela uhlelo oluthile noma yiliphi ikhasimende lesibili noma lesithathu elithole imiphumela ekhomba ukuthi line-HIV.

Isinyathelo 3: Qedela ukubuyekeza ngokufunda umbuzo ngamunye, ubuke irekhodi ngalinye le-HTS kanye nempendulo ethi yebo noma cha, noma umbuzo awuphathelene nami. Lesi sigaba sihlola okulandelayo:

- Ukuthi amarekhodi e-HTS agcwaliswe ngendlela efanele.
- Ukuthi amarekhodi e-HTS abhalwe yonke imininingo efanele emayelana neminingwane yabantu kanye nempilo.
- Ukuthi likhona yini irekhodi lengxoxo emayelana nokuncishwa kobungozi ebanje nekhasimende.
- Ukuthi izidingo zokuhlela umndeni zabhekwa yini kanye nokumele kwensiwe mayelana nalezo zidindo.



Ithuluzi Lokucwaninga Isizinda Sokusebenzela isetshenzisewa ukupapha ukuhlinzekwa kwezinsizakalo zezempi, futhi kuyindlela enhle yokuhlinzeka izimpendulo umlomo nomlomo mayelana nezinsiza ezhlinzekwayo kanye nalapho okudingeka kukhushulwe amasokisi khona.

- Ukuthi akhona yini amarekhodi okuhlolela i-TB okwenziwe, ukuxilongwa kwempilo, ukudluliselwa kwenye indawo uyolashelwa i-TB okwarekhodwa uma kakhona, ulwazi lokuthathwa kwasikhwehlela.
- Ukuthi imvume yokuhlolela i-HIV yanikezwa yikhasimende.
- Ukuthi amakhondomu ahlinzekwa.
- Ukuhlolela ama-STI kwensiwa futhi kwarekhodwa.
- Ukuthi likhona yini irekhodi lokudluliswa kwekhasimende ukuze liyothola izinsizakalo ze-HIV.
- Irekhodi lamahlandla emizamo yokulandelela amakhasimende ane-TB kanye/noma ane-HIV.
- Ubufakazi bokuthi ikhasimende lazithola izinsizakalo zezempiro ezimayelana ne-TB kanye/noma i-HIV.

Isinyathelo 4: Emva kokuphuthula, ithulizi eliwumshini elizikhaphela lona amagrafu kanye nohlaziyo olulula, oluvumela ukuthi labo abasebenza ngalolu hlelo bakwazi ukuhlaiza futhi baconde kalula imiphumela yocwaningo lvesizinda sokusebenzela. Enye indlela, isiphathimandla esenza umsebenzi we-M&G singenza uhlaziyo olungaphelele uma kusetshenziswe ithulizi lephepha. Iphuzu elibalulekile wukuthi imiphumela yokucwaningwa kwsizinda sokusebenzela kumele inikezwe abasebenzi bezempiro abazinze kuleso sizinda sokusebenzela. Uma kunezindawo lapho lesi sizinda sokusebenzela singenzanga kahle khona, abasebenzi bezempiro kudingeka ukuthi bahlangane nomphathi wesizinda sokusebenzela futhi basungule isu lokwenza ngcono izinga lokusebenza kulezi zindawo abangenzanga kahle kuzona.

Isinyathelo 5: Uhlelo lokwenza gono iqophelo lokusebenza luyasetshenziswe futhi luqashelwe ngusuphavayiza/umphathi.

Siphakamisa ukuthi ukucwaningwa kwsizinda sokusebenzela kwensiwe kabilo ngonyaka. Yithulizi elihle ukulisebenza ukuhla emazingeni aphansi ukuthi ingabe amathimbba asebenzela emphakathini asebenza kahle kangakanani ekuqinisekiseni ukuthi amakhasimende ahlinzekwa nge-CB HTS eseqophelweni eliphezulu.

3 Uwuqapha futhi uwuhlole kanjani umsebenzi owenziwa ngabasebenzi bezempiro?

Eminye yemiyalezo ebalulekile ehlinzekwe eSahlukweni 4: Ukuhla, Ukuhla kanye Nokusekela Ithimba wukuthi impumelelo yohlelo lokuvimvela i-HIV incike kubasebenzi abanamakhono, abaqeqeshwe ngokwanele futhi abanoggozi olukhulu. Ukuqinisekisa ukuthi abasebenzi bezempiro bahlinzeka izinsizakalo eseqophelweni eliphezulu ngendlela engaguuki, ukusebenza kwabo kudinga ukuqashelwa futhi kuhlolwe njalo nje ngusuphavayiza wabo. Ucwaningo lukhombisa ukuthi ukusuphavayiza ngokusebenza ucwaningo kanye nokuhlinzeka izimpendulo kube nemithelela engaguuki kuya kwemkhulu ekusebenzeni kwabasebenzi bezempiro. (141).

Uthi bewazi nje?

Kungani sirekhoda imininingo ephathelene nezempiro?

1. Ukuqinisekisa ukuthi sidluliselwa amakhasimende ezindaweni ezifanele neminingo okuyionayona.
2. Ukuqapha imisebenzi yohlelo kanye nomthelela walo (11).
3. Ukuqogela abezinsizakalo zezempiro zikhulumeni imininingo ababe sebeyibika ezingeni likazwelonek kanye nasemhlabeni jikelele ukuze kunqunye ngokwabiwa kwezinsizakusebenza kanye nokusetshenziswa ngezinhlelo zokungelela.
4. Ukuqonda imbanga yokusabala kwezifo ngokuhlaiza imininingo (78).

Amanye amaphuzu okumele abhekwe mayelana nokuhlolwa kwesisebenzi sezempiro:

- Ukusebenza kwesisebenzi sezempiro kumele kuqashelwe ngendlela efanayo.
- Ukuhlolwa kwamazinga obunyoninco babasebenzi bezempiro akumele kuthathwe njengenqubo yokubajeza. Izimenjeni zohlelo kanye nosuphavayiza kumele baqinisekisa ukuthi abasebenzi bezempiro bayakuqonda lokhu.
- Inhlosa yokuhlolwa abasebenzi wukuqinisekisa ukuthi bonke abasebenzi bezempiro basebenza ngokusezingeni eliphezulu futhi kuhlonzwu nezindawo ezidinga ukwenziwa ngcono.
- Abasebenzi bezempiro kumele bathole konke ukuqeqeshwa okudingekayo futhi okufanele ngaphambi kokuba kuhlolwe indlela abasebenza ngayo..
- Kumele bahlinzeka ngombiko emva kokuhlolwa ukuze bazi ukuthi bawuqhuba kahle yini umsebenzi wabo, ukuze baziqhenye ngomsebenzi omuhle abawenzile futhi baconde ukuthi yiziphi izindawo okumele bakhuphule amasokisi kuzona.



Isisebenzi sezempiro sihlolela ukusebenzia izinsizakalo zokuhlolwa i-HIV ngendlela esheshayo ngusuphavayiza obikela isisebenzi sezempiro ngendlela esiqhuba ngayo ngokuqhube kaohlelo lokuhlolwa.



- Uma kudingekile, kumele kugaliswe izinyathelo zokulungisa indlela abasebenza ngayo. Lokhu kubandakanya ukuqeqeshwa okwengeziwe, ukufundiswa-sakucathuliswa, njll.

Lapha sinethulela amatuluzi amabili esiwathuthukisile futhi sawaguqulela ukuqapha nokuhlolwa indlela abasebenzi bezempiro abaqhuba ngayo ngesikhathi behlinzeka i-CB HTS nendlela abaqoqa kahle ngayo imininingo ngesikhathi benza i-CB HTS.

3.1 Ngokuhlolwa ukuthi abasebenzi bezempiro bahlinzeka kanjani ngezinsizakalo

Inhlosa yokuhlolwa ukuhlinzeka kwezinsizakalo okwenziwa ngabasebenzi bezempiro wukuqinisekisa ukuthi banamakhono okuhlinzeka i-HTS. Ukuze kuhlolwe ukuhlinzeka kwezinsizakalo ngabasebenzi bezempiro, sithuthukise ithulizi lokuhlolwa ikhono labasebenzi bezempiro (bheka iSithasiselo 28). Leli thulizi lingaveza izindawo lapho isisebenzi sezempiro sinekhono lomsebenzi kanye nezindawo lapho edinga ukuthi enze kagcono kuzo. Ngokuphindaphinda ukuhlolwa njalo ngekota yonyaka (noma kabilo ngonyaka, kuye ngesibalo sabasebenzi bezempiro abadinga ukuhlolwa), ikhono lesisebenzi sezempiro lingalandelela.

Ithulizi lisetshenziswa ngale ndlela elandelayo:

Isinyathelo 1: Usuphavayiza uhlala ohleweni lokuhlinzeka kwe-HTS (ngemvume ayinikezwa yikhasimende), ukubheka futhi aqape indlela isisebenzi sezempiro esiqhuba ngayo uhlelo (i-HTS) bese ehlola iqopheli le-HTS ehlinzekiwe. Ithulizi lokuhlolwa ikhono lokwazi umsebenzi lihlolwa ukuthi ingabe isisebenzi sezempiro:

- Sihlinzeka ulwazi kanye nemfundo eyanele mayelana ne-HIV, ukugwenya kokuthelela ngegciwane lisuka kumama lingene enganeni (i-PMTCT), i-VMC, i-TB, ama-STI, ukuhlela umndeni kanye namakhondomu.
- Sibheka ukuhlinzeka kwezinye izinsizakalo, ukuhlolwa i-TB, ama-STI, kanye nezifo ezithathelwanayo.
- Sihlinzeka ukuhlolela i-HIV okusheshayo, okuseqophelweni eliphezulu, isib. ngokusebenza indlela yokusebenza ejwayelekile kanye nokulandela zonke izinyathelo zokujinisekisa ukuthi umsebenzi useqophelweni eliphezulu.
- Silandela zonke izinyathelo zokuphephwa nokucophelela, isibonelo, ukulahlwa ngendlela efanele imfucuza eyingozi yokwelapha, ukugqoka amagilavu, njll.
- Uhlinzeka ukwelulekwa okwanele okwenziwa emva kokuhlolwa, okufanele imiphumela yokuhlolwa i-HIV.

Usuphavayiza ugcwalisa imininingwane ethuluzini ngesikhathi ebukela ukwenziwa kwe-HTS.

Isinyathelo 2: Emva kohlelo lokwenziwa komsebenzi, isisebenzi sezempiro siphothula ithulizi, shiso indlela esicabanga ukuthi sihlinzeka ngayo i-HTS.

Isinyathelo 3: Usuphavayiza kanye nesisebenzi sezempiro bayahlangana futhi badingide ukuhla kwabo. Ekupheleni kohlelo, kumele kubenesisumelwano mayelana nezindawo lapho isisebenzi sisebenze kahle khona kanye nezindawo lapho kudingeka ukuba sikhuphule amasokisi.

Isinyathelo 4: Bayanquma futhi bavumelane ukuthi kudingeka siph isinyathelo sokulungisa isimo (uma sikhona esidingekayo) sanoma yiziphi izindawo zomsebenzi ezidinga ukuthi zensiwe ngcono. Lokhu kungabandakanya ukuqeqeshwa okuhlelekile noma ukuqeqeshwa okungahlelekile. Babe sebesayina imibhalo bobabili bese imibhalo igcinwa kwifayela.

Isinyathelo 5: Kungumsebenzi wesisebenzi sezempiro ukuqinisekisa ukuthi sithola ukuqeqeshwa okudingekayo ukute senze kangcono lapho esingenzi khona kahle.

Imihlomulo ehlinzeka yileli thulizi yile elandelayo:

- Lisiza osuphavayiza ukunquma ukuthi ngabe abasebenzi bezempiro banobunzima noma badinga ukuqeqeshwa kunoma iyiphi ingxene yokuhlinzeka ngezinsizakalo.

- Livumela abasebenzi bezempiro ukuthi babheke umsebenzi wabo abawenzile futhi bazi ngendlela abahlinzeka ngayo izinsizakalo ze-HIV. Libanikeza ithuba lokuhlolwa ukusebenza kwabo, futhi baveze lapho becabanga ukuthi benze kagcono khona kanye nokuthi yiziphi izindawo ezidinga ukuthi bakhuphule amasokisi kuzo.
- Lihlinzeka ithuba lokuba usuphavayiza kanye nesisebenzi sezempiro bahlale ndawonye, baxoxe



Abasebenzi bezempiro kumele bahlinzeka ngezimpendulo ezakhayo ezivela kusuphavayiza wabo (ngendlela ekhuthazayo), emva kokuphuthulwa kokuhlolwa kwekhono nobunyoninco bokwenza umsebenzi mayelana nezinsizakalo abaqeda ukuzihlinzeka kukhasimende.

ngokuthi baluhole kanjani uhlelo umuntu ngamunye bese beqhathanisa futhi baxoxe ngokufana kanye noma ngomehluko phakathi kokuhlola kwabo. Lokhu kuhlinzeka indawo ehlelekile futhi efanele ukuthi kuxoxwe ngendlela owenziwa ngayo umsebenzi.

- Lihlinzeka ithuba lokuba ingxoxo ibhalwe bendawoye kanye nanoma yiluphi uhlelo lokulungisa. Bobabili bayawusayina umbhalo, emva kwalokho uthathwe ufakwe kumafayela. Lo mbhalo ube usubhekwa ekuholweni okulandelayo ukuze kulandelelwelapho kwenziwe kangcono khona.

"Ukuholwena kwamakhono kunginika ithuba lokuya ezindaweni zokusebenza ezsiphakathini kanye nasemakhaya abantu ngihambisana nabasebenzi bezempilo ukuyohlola ikhono labo lokwenza umsebenzi ngesikhathi bephambi kwekhasimende. Sithola imvume kuqala kumakhasimende ukuthi ayavuma yini ukuthi ngibe khona njengosuphavayiza ukuze ngihlole ikhono lesibenzeli sezempilo esizobe sihlinzeka izinsizakalo zokuhlolela i-HIV. Sichazela ihasimende ukuthi lokhu kuzosisiza ukuba siqaphe futhi sihlole ikhono lesibenzeli sezempilo futhi uma kunesidiso sithuthukise umbhalo wokuqequesha ukuze kujinisekiswe ukuthi sihlinzeka izinsizakalo ezsiphelweni eliphezelu emphakathini. Amakhasimende ayasisekela kakhulu uma siwachazela ngale ndlela:

Ngibonile ukuthi ukuhlala nesibenzeli sezempilo ngesikhathi sihlinzeka izinsizakalo ze-HIV kuyangisiza ukuhlonza izindawo ezidinga ukwenziwa gcono ekuhlinzekweni kwezinsiza. Isibonelo, ngikuphawulile ukuthi abasebenzi bezempilo basebenzia izifinyezo eziningi njengalezi: 'PMTCT, STI, no-ART'. Uma ngihleli ohlelweni, kwsinye isikhathi ngiyabona ukuthi amakhasimende awaqizondi lezi zifinyezo.

Ukuholwena kwamakhono kuyangivumela ukuthi ngethulele isibenzeli umbiko ngokushesha mayelana nendlela esiqhube ngayo ngenkathi sihlole ihasimende. Indlela enginkeza ngayo umbiko yindlela ye-sandwich approach, okungukuqala ngokubancoma entweni abenze kahle kakhulu kuyo kanye nokubabikela ngezindawo lapho kudingeka ukuba bakhuphule amasokisi, bese ngiphetha ngokubancoma jikelele, nokuthi singasebenza kanjani ngokubambisana ohlelweni lokulungisa isimo ukuze ngibasize ukuba benze kangcono. Abasebenzi bezempilo nabo bangitshela ngezindawo lapho becabanga ukuthi benze kahle kanye nezindawo abacabanga ukuthi bangenza kagcono kuzo. Sixoxa ngamathulizi esingawasebenza adingekayo ukubasiza ukuba benze kagcono kulezi zindawo." - Jacqueline Hlalukana (Umphathi Wesifunda)

3.2 Ngokuhlola ukuthi abasebenzi bezempilo bayiqoqa kanjani imininingo

Abasebenzi bezempilo abahlinzeki i-HTS kuphela kodwa baphinde baqoqe nemininingo kumakhasimende. Emnye yemialezo ebalulekile eSahlukweni 8:

Ukupathwa Kwemininingo yisidingo semininingo bese beqhathanisa futhi baxoxe ngokufana kanye noma ngomehluko phakathi kokuhlola kwabo. Lokhu kuhlinzeka indawo ehlelekile futhi efanele ukuthi kuxoxwe ngendlela owenziwa ngayo umsebenzi.

Ithuluzi locwaningo lokuqinisekisa imininingo (bheka iSithasiselo 29) lingasetshenziswa ngosuphavayiza futhi lihlose ukuqapha nokuhlola ukuthi abasebenzi bezempilo baqoqa imininingo eseqophelweni eliphezelu yini, isib. imininingo engaguuki futhi eqondakalayo. Leli thuluzi belisetshenziselwa uhlelo lokuhlolela i-HIV ngokungena umuzi nomuzi kodwa lingashitshelwa kunoma yisiphi isimo.

Cabanga ngokusebenza ithuluzi ngale ndlela elandelayo:

Isinyathelo 1: Usuphavayisa ukhetra ngendlela engaheliwe imizi azoyivakashela, lapho abasebenzi bezempilo behlinzeka khona i-HTS futhi baqoqa imininingo efanele ngayizolo.

Isinyathelo 2: Usuphavayiza uvakashela le mizi futhi, ngemvume ayinikezwu yinhloko yomuzi, abuze amalungu omuzi uchungechunge lwemibuzzo ukuhlola ukuthi i-HTS yahlinzeka ngendlela eseizingeni eliphakeme yini.

Isinyathelo 3: Usuphavayiza uphethe uhu oluprintive lweminingo ebhalwe ngabasebenzi bezempilo. (Uhu luprintive ngoba abasebenzi bezempilo baqoqe imininingo besebenzia umshini wokuqoqa imininingo). Usuphavayiza ubuza amalungu omndeni imibuzzo ehlonzwe ngaphambilini ukuqinisekisa imininingo eqoqwe ngabasebenzi bezempilo. Ucwanningo lokuqinisekisa imininingo lwensiwa singekho lesi sibenzeli sezempilo esiqoqo leyo mininingo.

Eminye yemibuzzo usuphavayiza angayibuza ibandakanya lona:

- Bangaki abantu abahlala kulo muzi? Uma inhloko yomuzi iphendula, usuphavayiza uyoqhathanisa impendulo nemininingo ephrintive eqoqwe ngabasebenzi bezempilo. Kubalulekile ukubala bonke abantu abahlala emzini ngamunye, hhayi kuphela labo abatholakale bekhona ngesikhathi kuvakashelwa lowo muzi. Ukubala bonke abantu kuyohlinzeka inani elifanele nokuyosiza ekuqagulen iubukhulu besibalo sabantu abahlala emphakathini.
- Bangaki abantu abebukulelo khaya futhi ingabe isibenzeli sezempilo sabahlinzeka nge-HTS? Le impendulo nayo iqhathanisa nohlu oluprintive olubhalwe imininingwane yokuthi bangaki abantu abahlolela i-HIV, kanye nokuthi mangaki amakhasimende ahlolela i-TB kanye nama-STI kulo muzi.
- Ingabe bakhona yini abantu abduliselwa phambili ukuthi bayothola ukusizakalo ezikhungweni

Icebo

Isikhathi sibalulekile ocwaningweni lokuqinisekisa imininingo

Ucwanningo lokuqinisekisa imininingo kumele lwensiwe ngosuku olulandela lolo isibenzeli sezempilo esiyi ngalo kulowo muzi. Lokhu kubalulekile ukuze amalungu omndeni akwazi ukukhumbula nge-HTS ehlizekwi.

zezempiro futhi badluliselwa ukuthi bayothola luphi usizo? Usuphavayiza kudingeka ukuthi abuze lo mbuzzo kumuntu ngamunye okulowo muzi futhi aqhathanise izimpendulo zabo nalezo ezsiohlwini oluprintive. Lokhu kubalulekile ukuqinisekisa ukuthi amakhasimende aduliselwa endaweni efanele azothola kuyo ukusizakalo.

Isinyathelo 4: Usuphavayiza uhlizeka umbiko kubasebenzi bezempilo (emahoreni angama-24 kuya kwangama-48). Lokhu kufanele kubo ngendlela yokuxoxisana, okumele kuqoshwe ethuluzini lokucwaninga. Leli yithuba likasuphavayiza kanye nesibenzeli sezempilo lokuxoxa ngomsebenzi mayelana nokusebenza kwabasebenzi bezempilo.

Isinyathelo 5: Isibenzeli sezempilo siphinda sibuye futhi kulowo muzi ebesikade siye kuwona uma kudingakala futhi silungise amaphutha avezwu wucwaninga.

"Ngicabanga ukuthi ucwaningo oluqinisekisa ulwazi lungisizile ukuqinisekisa ukuthi ngibala bonke abantu kulowo muzi futhi ngenze amalungiselelo okubuya khona futhi nighlolele i-HIV labo ababengekho ekhaya ngesikhathi ngifika okokugala. Kunezikhathi lapho ngikhohlwa khona ukubala bonke abantu kulowo muzi engisuke ngiye kuwona. Ngezinye izikhathi kungaba nabantu abayishumi abahlala endlini futhi ngimatasa ngizama ukuhlinzeka izinsizakalo zokuhlolela i-HIV kubantu abayisikhombisa abasendlini ngaleso sikhathi.

Mina nozakwethu engisebenza naye kumele sihlinzeka ulwazi kanye nemfundo nge-HTS futhi sibhale yonke imininingwane emayelana nabantu nehbene nempilo yomuntu ngamunye kumshini wokuqoqa imininingo. Uma ngibhakena nabantu abanangi endlini eyodwa, ngingakhohlwa ukubusa ukuthi bakhona yini abanye abahlala kuleyo ndlu abangekho njengamanje. Ngakhone ngiyakhohlwa ukwenza amalungiselelo okubuya ngizobabona uma sebebuyile ekhaya futhi ngibahlinzeka ngezinsizakalo zokuhlolela i-HIV. Uma usuphavayiza wami enza ucwaningo lokuqinisekisa ulwazi futhi ebuyela kimina ukungazisa ukuthi ngikhohlwe ukubala umuntu oyedwa noma ababili kulowo muzi ebengiye kuwona, bese ngibuya ukuyobala labo bantu bese ngenza amalungiselelo okuthi ngibuya ukulowo muzi ukuyobahlinzeka ngezinsizakalo zokuhlolela i-HIV uma bekhana ekhaya." - Akhona Kili (Isibenzeli sezempilo)

4. Ukuqapha futhi ukuhlole kanjani ukulawulwa kokutheleleka kwabantu ngesifo sofuba?

Ngaphezu kokuba nabasebenzi bezempilo abanamakhono afanele okwenza umsebenzi, kubalulekile ukuba nabasebenzi abasaziyo isimo sabo sezempilo kanye nobungozi ababhekene nabi empilweni yabo, ikakhulukazi obumayelana ne-HIV kanye ne-TB. Isahluko 4: Ukubumba, Ukuhlmisa kanye Nokusekela Ithimba siveza ukubaluleka kokuthi abasebenzi bezempilo bahlolwelwe i-TB kusaqlawa nje, baphinde futhi bahlolwe njalo ngokuhamba kweikhathi. Isahluko 4 siphinda sichaze ukuqeqeshwa kokulawulwa kokutheleleka nge-TB njengento ebalulekile kubasebenzi abahlinzeka ngezinsizakalo zokuhlolela i-HIV. Esahlukweni 5: Ukuhlinzeka Kwezinsizakalo Zokuhlolela i-HIV Ezibanzi Ezigxile Kumakhasimende Ngokuphelele sidingide ukudidiyelwa kokuhlolela i-TB nokuhlolela i-HTS nokuthi sithathwa kanjani isikhwehlela ngendlela engenabungozi ukuze kuncishiswe amathuba okutheleleka nge-TB.

Ukulawulwa kokutheleleka nge-TB kudlala indima ebalulekile kunoma yiluphi uhlelo oluhlinzeka ngezinsizakalo zokuhlolela i-HIV. Ngenxa yalokhu, kubalulekile ukuba ukulawulwa kokutheleleka nge-TB kuqashelwe futhi kuhlolwe. Lokhu kubalulekile ikakhulukazi emazweni anezinga eliphezelu le-HIV kanye ne-TB, lapho ukuthelelana nge-TB kuphezelu kakhulu ezikhungweni zokunakekelwa kwabantu abane-HIV, kanye nakulabo abahlolela i-HIV (142). Lapha sethula ithuluzi lokuhlola ukulawulwa kokutheleleka nge-TB, elathuthukiswa ukupapha ukulawulwa ukuthelelana ezizindeni zokuhlolela i-HIV ezsiphakathini.

4.1 Ngokusebenza ithuluzi lokuhlola ukulawulwa kokutheleleka kwabantu ngesifo sofuba

Ukulawula ukutheleleka kubandakanya inhlanguanisa yezinyathelo okuhloswe ngazo ukunciphisa ubungozi bokuthelelana nge-TB emphakathini (143). Ithuluzi lokuhlola ukulawulwa kokuthelelana nge-TB (bheka iSithasiselo 30) liqapha liphinde lihlole izingxenyi ezine zokulawulwa kokuthelelana nge-TB. Lezo zingxenyi yilezi ezelandelayo:

Izilawuli zokusekela: Izinhlaka kanye nemsebenzi ezosekela ukusetshenziswa kokulawulwa kokuthelelana nge-TB.

Izilawuli zokuphatha: Amasu athuthukiselwe ukunciphisa ukuqubuka kwezifo ezithathelwana ngomoya.

Izilawuli zemvelo: Amasu athuthukiselwe ukuqedo izifo ezithathelwana ngomoya.

Izilawuli eziphathele nabantu: Amasu okunciphisa ubungozi bokuphefumula izifo ezithathelwana ngomoya.

Inhlosi yokusebenza leli thuluzi wukuvimbela



Ingxene yokuhlola ukulawulwa kokusabalala kwesifo sofuba wukuqinisekisa ukuthi amawindi avulive ukuze angenise umoya ngokwanele.

ukuthelelana nge-TB phakathi kwabasebenzi kanye namakhasimende, ngaleylo ndlela kuqinisekiswe indawo yokusebenzela ephephile lapho emancane kakhulu amathuba okuthola i-TB.

Cabanga ngalokhu okulandelayo uma usebenzia leli thulizi:

- Yibani nomuntu okhethiwe owenza umsebenzi wokulawula ukuthelelana, isibonelo, isisebenzi sezempilo. Yena lowo muntu uyoba nomsebenzi wokusebenzisa leli thulizi lokulawula ukuthelelana nge-TB. Ukuba nesibenzi esenza umsebenzi wokulawula ukuthelelana, kubanikeza ithuba lokuthi babe yingxene yokulawulwa kokuthelelana nge-TB. Lo muntu oqokiwe angashintshana nomunye njalo ngekota yonyaka futhi usuphavayiza uyogcina umsebenzi wakhe wokusuphavayiza.
- Sebenzisa leli thulizi ngokuqhubekeyo (siphakamisa ukuthi nilisebenzise njalo ngekota yonyaka).
- Sebenzisani leli thulizi ukubheka nokuhlola inqubekela phambili.
- Leli thulizi liveza izigxene ezihlukahlukene zokulawulwa kokuthelelana nge-TB futhi abasebenzi bezempilo bangakwazi ukubona ukuthi lezi zingxene zingabunciphisa kanjani ubungozi bokuthelelana nge-TB uma zisetshenziswa ngokuhlanganiswa.
- Kunezindlela ezelula eziningi ezingasetshenziswa ukulekelela ekunciphiseni ubungozi bokuthelelana nge-TB, isibonelo, ngokwenza ngcono ukungena nokuphuma komoya (ngokuvula amawindi noma ukusebenzisa amafeni okushayisa ngomoya) ukuphuthumisa amakhasimende akhwehelayo

kanye nokugqoka izifonyo. Leli thulizi kumele lisize abasebenzi bezempilo ukuthi babone ukuthi ukulawulwa kokuthelelana nge-TB akulona nje kuphela udaba lwabaphathi, kodwa kwabona bangalulawula endaweni abakuyo nsukuzonke.

- Noma yiziphi izindawo lapho ukulawulwa kokuthelelana kungenziwangconokumele zilungiswe ngusuphavayiza kanye nabasebenzi bezempilo. Uhlelo kumele lwensiwe kanye nomnqamulajuqu (izinyathelo zokulungisa isimo kumele zithathwe ngaphambi kokwenziwa kocwaningo lokulawulwa kokuthelelana okulandelayo). Njengoba ithulizi locwaningo livumela ukulandelelwu kwenqubekela phambili, izinyathelo zokulungisa zingahlolwa ngocwaningo olulandelayo.

5. Kubaluleke kangakanani ukusabalala imininingo yezinhlelo kanye nemiphumela ye-M&E kuba-sebenzi bezempilo?

Imininingo yohlelo ivame ukuhlinzekwa kuphela emibikweni ebhekiswe kubaxhasi naseMnyangweni Wezempiro kunokuba inikezwe labo abahlinzekwa uhlelo (144). Kuso sonke lesi sahluko, akukhathalekile ukuthi kusetshenziswa yiphi indlela ye-M&E noma kusetshenziswa maphi amathuluzi e-M&E, siveze ukubaluleka kwezimpendulo kubasebenzi bezempilo mayelana nomphumela wokuhlola. Abasebenzi bezempilo yibona abahlinzekwa izinsizakalo, ngakhoke kubalulekile ukuba bafakwe embikweni we-M&E.

Kubalulekile ukubasiza ukuqapha nokuhlola inqubekela phambili yabo.

Ubohlala ucabanga ngalokhu okulandelayo uma uhlinzeka umbiko kubasebenzi bezempilo:

- **Izinga labasebenzi abathola umbiko:** Isibonelo, osuphavayiza, abahlengikazi, abeluleki be-HIV, njalonjalo, ukuqinisekisa ukuthi umbiko uhlinzekwa ezingeni elifanele.
- **Indlela yokuhlinzekwa umbiko:** Nquma ukuthi ulwazi luboniswa ngethebula, amagrafu noma amagama.
- **Lapho okuhlinzekwa khona umbiko:** Cabanga ngokusebenzisa isikhathi esijwayelekile sokubamba umhlangano noma ngesikhathi sokuqeleshwa (ukuqeleshwa kokuzikhumba) noma uthumele umbiko nge-imeyili.

"Kubaluleke kakhulu ukuthi sisabalalise imininingo eqoqwe ngabasebenzi bezempilo ngendlela engaguquki futhi efanayo. Sisabalala imininingo njalo ngenyanga ngezikathhi zokuqeleshwa kokufundela

umsebenzi, lapho bonke abasebenzi bezempilo beza enhloko-hhovisi yesikhungo. Sisabalala imininingo kubasebenzi bezempilo abangama-270 abenza umsebenzi wokuhlola i-HIV kabantu abangaphezu kwezi-120,000 emiphakathini eyisithupha. Kubalulekile ukuthi sisabalalise imininingo ngendlela esobala kubo bonke abasebenzi bezempilo ukuze babone inqubekela phambili yabo kanye nenqubekela phambili yozakwabo. Le ndlela yokusabalala imininingo isinikeze ithuba lokuthi sizwe ngqo kubasebenzi bezempilo mayelana nezinkomba ezithile, isibonelo, kungaba nesibalo esincane sabantu besilisa abahlolelw i-HIV. Abasebenzi bezempilo bangasihlinzekwa ngezizathu zalokhu. Ngale ndlela, singadingida nabo amasu futhi sihlele ukwenza kangcono ngokuhlanganyela, njengokusebenza ngezimpelasonto nantambama ukufinyelela kabantu besilisa abaningi.

Ukusatshalaliswa kolwazi njalo kubasebenzi bezempilo kuyababandakanya futhi kubavumela ukuthi benze ulwazi lube olwabo, basebenzele ukufenza imikhawulo futhi baghamuke nezindlela zokwenza ngcono ukuhlinzekwa kwezinsizakalo zosizo lokunakekelwa nokwelashwa abazihlinzekayo." - Francionette Esau (Umphathi Wesifunda)



Kubalulekile ukusabalala ulwazi oluqoqiwe kubasebenzi bezempilo ukuze bazi ngenqubekela phambili abayenzayo kanye nalapho okumele baphakamise khona amasokisi

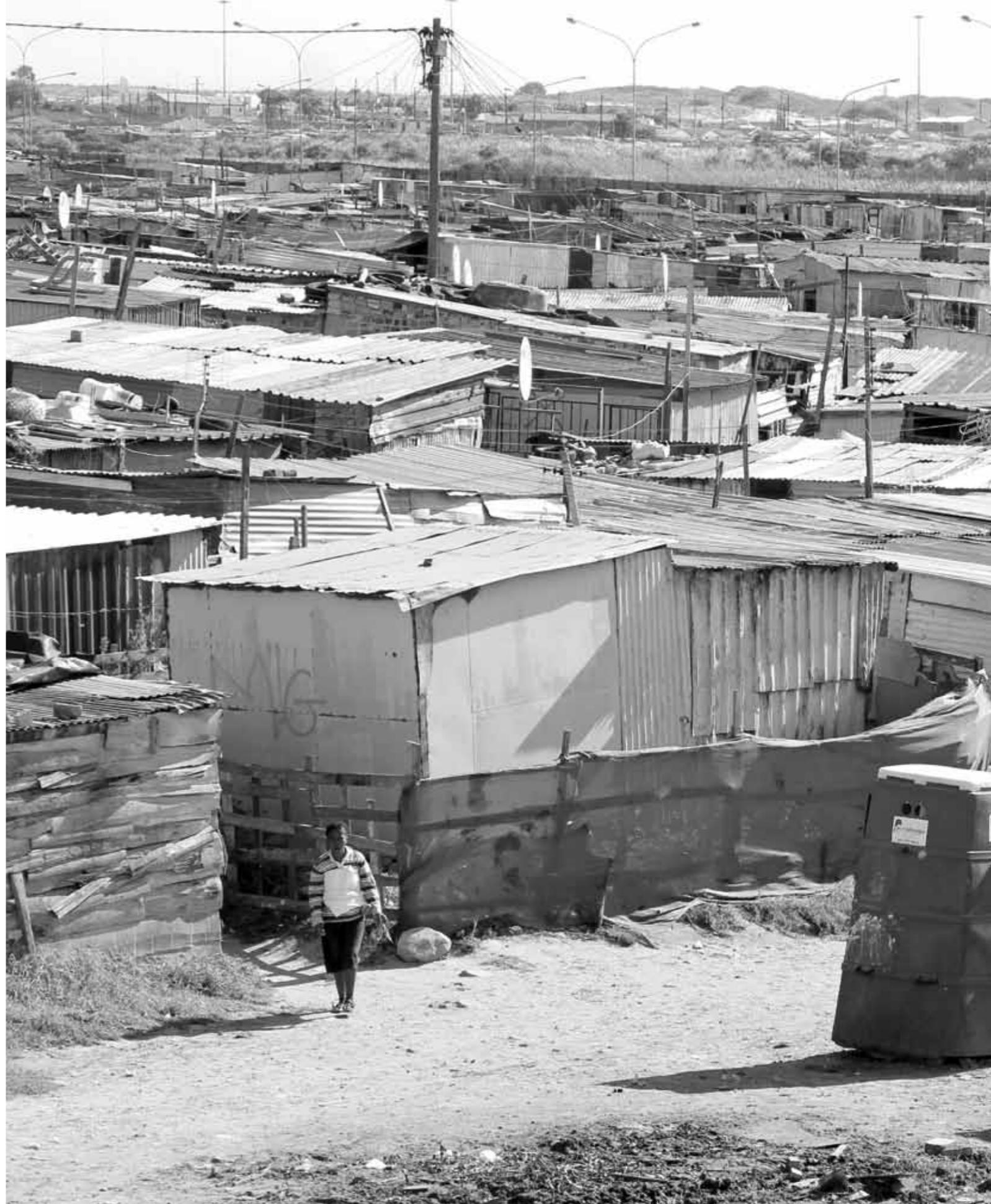
Indlela enhle yokusabalalisa imininingo yohlelo nge-imeyili

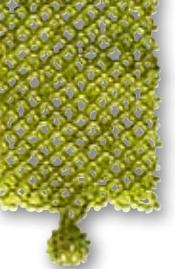
Njengesixazululo esidingweni sokuthumela imininingo yohlelo kubasebenzi bezempilo nsukuzonke, sithuthukise ibhodi lokulandelela ngenhloso yokwazi inani labantu abahlolelwa i-HIV nsukuzonke. Bheka uMfanekiso 9.2. Leli thulizi lingaguqulwa ngenhloso yokufaka noma yiphi inkomba ekalwayo.

- Ibhodi lemininingo yansukuzonke lathuthukisa ngabasebenzi abasebenza ngqo emiphakathini (osuphavayiza kanye nabasebenzi bezempilo) ngokusebenzana nabasebenzi abenza umsebenzi omayelana nemininingo.
- Ibhodi lemininingo liqukethe ithebula elilula, elingafakwa isibalo sabantu abahlolelwe i-HIV nsukuzonke emphakathini ngamunye.
- Ibhodi lemininingo lafakwa ulwazi njalo ekuseni (kusetshenzwa umbhalo owawuhalwe wungoti wokuhlela imininingo). Ilungu lethimba lemininingo lathumela leli bhodi lemininingo nge-imeyili kuwo wonke amahhovisi afanele njalo ekuseni.
- Umphathi wesizindawayethola ibhodi lemininingo nsukuzonke futhi azise abasebenzi bezempilo mayelana nesibalo sokuhlola okwenziwe ngosuku oludlule/ngezinsuku ezedlule. Lokhu kwakuqhathaniswa nemikhawulo ebekiwe yensonto ngalinye.
- Ukuthunyelwa kolwazi nsukuzonke kwasiza osuphavayiza ukuqapha inqubekela phambili yezindawo abaziphethe kanye nasekubhekeni izinsuku ezithile zesonto ezinesibalo esiphansi samakhasimende ahlolela i-HIV. Lokhu kwabasiza ekusungulenzi izinhlelo zokugqugquzelwa umphakathi (Bheka Isahluko 2: UkuXhumana Nababambiqhaza)
- Abasebenzi bezempilo bangaqapha inqubekela phambili yabo iviki ngalinye. Uma bengayifezanga imikhawulo yabo phakathi nesonto bayokwazi ukuthi basalelwes yisibalo sezinsuku ezithile ukuthi bafike kumkhawulo wabo, noma badinga ukusebenza isikhathi esengeziwe noma ngezimpelasonto ukufika emikhawulweni yabo.
- Isizinda sokusebenzela ngasinye sinomkhawulo ohlukile ngenxa yesibalo semizi emphakathini kanye nesibalo esihlukile sabasebenzi bezempilo. Umfanekiso 9.2 ukhombisa ibhodi elifakwe imininingo lase lithunyelwa ngoLwesine ekuseni.

Umphakathi	uMsombuluko	uLwesibili	uLwesithathu	uLwesine	uLwesihlanu	uMgqibelo	iSonto	Isamba	Umkhawulo	Ama-% Okufinleyelwe kuwona
1	35	27	32	31	N/A	60	N/A	185	200	93%
2	48	50	65	47	N/A	70	N/A	280	300	93%
3	66	86	97	75	N/A	101	N/A	425	450	94%
4	53	48	47	42	N/A	70	N/A	260	300	87%
5	25	27	30	45	N/A	55	N/A	182	200	91%
6	32	35	37	39	N/A	56	N/A	199	200	100%
Isamba Esiphelele	259	273	308	279	N/A	412	N/A	1531	1650	93%

Umfanekiso 9.2: Ibhodi lemininingo yansuku zonke elithunyelwe nge-imeyili mayelana nesibalo sokuhlolela i-HIV okwenziwe usuku ngalunye.





AMAZWI OKUPHETHA

“ Asikasithathi isinyathelo sokugcina ohambweni lwethu, kepha sithathe isinyathelo sokuqala endleleni ende futhi enzima kakhulu esisazoyihamba.

- Nelson Mandela (Omunye wabaholi bezopolitiki abaqotho futhi abaphuma phambili: iqhawe lomhlaba elalwisananongcindeloyobuhlanga eNingizimu Afrika impilo yalo yonke, okuyisenzo esaholela ekutheni ahlonishwe ngendondo i-Nobel Peace Prize)



AMAZWI OKUPHETHA

Leli yibhukwana elinohlonze elizobalekeleka bonke abantu noma izikhungo ezinentshisekelo ekuhlinzekweni kwenzinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini futhi ikakhulukazi izinsizakalo zokuhlolela i-HIV (HTS) ezifinyeleleka kalula. Nakuba ulwazi oluqukethwe kuleli bhukwana lususelwe ezifundweni ezitholwe yizinlangano ezingenzi nzuko (NPO) ngenkathi zihlinzeka ngezinsizakalo ze-HTS eziqhutshelwa ngaphakathi emphakathini, lezi zifundo kanye namathulizi kungaba wusizo kunoma yisiphi isikhungo esinhlinzeka ngezinsizakalo kulo mkhakha, kubandakanya ama-NPO, abaxhasi kanye neminyango kahulumeni. Empeleni, leli bhukwana liquethi imigomo engasetshenziswa ekuhlinzekweni kwazo zonke izinsizakalo eziqhutshelwa ngaphakathi emphakathini, hhai nje kuphela ukuhlolela i-HIV, njengoba liquethi ngisho nesahluko esigxile ekuphathweni kwababambiqhaza kanye nesahluko esiphathelene nokuqapha nokuhlola.

Kulesi sikhathi samanje sokuzama ukufinyelela emkhawulweni nomgomo onzima okuhloswe ukufinyelela kuwona wama-'90 90 90' kanye nokulawula ubhubhane Iwe-HIV, kusemqoka ukuba izinsizakalo zokuhlolela i-HIV zingagcini ngokutholakala ezikhungweni zezempiro nje kuphela, ngoba nakuba lokhu kubalulekile kepha akwanele. Lo mhlahlandlela unezinyathelo eziphathekayo ezingasetshenziswa ukuhlinzeka imininingwane ephelele 'yokuthi lokhu kumele kwensiwe kanjani'. Ngenkathi kuthuthukiswa futhi kuqualisa imiklamo yezinsizakalo zokuhlolela i-HIV eziqhutshelwa ngaphakathi emphakathini (okuyiyona into eyisisekelo sezifundo ezitholakala kulo mhlahlandela), ngithanda ukugcizelela lezi zinto ezilandelayo ezenzeka:

- Bekunokuhlonishwa kwababambiqhaza, abanjengo-Mnyango Wezempiro Wedolobha laseKapa.
- Bekunokuzimisela ukulalela nokufunda kubabambiqhaza.
- Kunezifundo okwabelwana ngazo phakathi kwe-DTTC(okuyibonaababeqhubalo mklamo), uMnyango Wezempiro kanye nabanye ababambiqhaza.

Ngokulandela endleleni okwaqhutshwa ngayo imiklamo, lo mhlahlandela uqukethe amazwi nemibono yababambiqhaza abahlukahlukene, futhi ngalokho uzohambisana kahle kakhulu nezifiso zabahlinzeki bezinsizakalo abahlukahlukene ngaphansi kohlelo Iwezempiro lomphakathi. Eminye yemiphumela esemqoka ebihlosiwe yemiklamo yokuhlolela i-HIV ngaphakathi emphakathini bekuwukufinyelela emadodeni nasentsheni (ngamazinga aphakeme uma kuqhathaniswa namanani alabo abahlolawa

ezikhungweni zezempiro), kanye nokuthola izifundo mayelana nokuthi lokhu kungenziwa kanjani ngendlela ebanzi futhi ephelele.

Ekuhlinzekweni kwezinsizakalo ze-HIV, njengamanje kugxilwe ikakhulu 'ekusetshenzisweni kwezinhlalo zokunakekelwa nokwelashwa ezihlukahlukene', okubonisa ukwamukelwa kweqiniso lokuthi ukunakekelwa okugxile kwisiguli ngokuphelele kudinga ukuba uhlelo Iwe-ART luuhlinzekwe ngezindlela ezihlukahlukene, isibonelo, ezigulini esezinesimo sempilo esesizinzile ezingaphansi kohlelo Iwe-ART noma lezo ezsanda kufakwa ngaphansi kohlelo Iwe-ART. Ngendlela efanayo nokuhlinzeka kwezinsizakalo zokuhlolela i-HIV ngendlela egxile esigulini, lo mhlahlandlela unegalelo elisemqoka kakhulu ekwakhiwi kwezindlela zokusebenza zokuhlinzeka kosizo lokunakekelwa nokwelashwa olugxile kwiziguli ngokuphelelo. Lo mhlahlandlela ufika futhi ngesikhathi lapho kunomzamo wokubuyekeza zonke izinsizakalo eziqhutshelwa ngaphakathi emphakathini kanye nendlela ezihlizenzeka ngayo edolobheni laseKapa kanye naseNingizimu Afrika, ngakho-ke umhlahlandlela onohlonze futhi onemininingwane ejulile njengalonanophathelene nokuhlolela i-HIV ungaba wumthombo wolwazi owsizo kakhulu.

Ngithanda ukubonga i-Desmond Tutu TB Centre eNyuesi yase-Stellenbosch, ababhali, nethimba elisebenzisane ngokumbansana ekuhlanganisweni kwaleli bhukwana kanye nabaxhasi (iziKhungo Zokulawulwa Nokuvinjewla Kwezifo), ngokuba bafake isandla ukuze ukuhlanganiswa nokushicilelwakwaleli bhukwana kube yimpumelelo.

Isahluko esiyingeniso saleli bhukwana sibandakanya nesicaphuno samazwi ka-Archbishop Emeritus Desmond Tutu: "Yenza lokho okuncane okuhle ongakwenza lapho ukhona.....". Ngithanda ukwengeza ngokuthi, ngosizo oluhlinzekiwe ngenkathi kuqhutshwa lo mklamo, ngamakhono namandla okusebenza anikezwe ama-NPO kanye nezifundo okwabelwane ngazo, ngicabanga ukuthi bukhonyana impela ubuhle obuphawulekayo obenziwe. Lo mhlahlandlela uvula amathuba okuba kuqhutshewi kwensiwe izenzo ezinhle, lapha edolobheni laseKapa nakwezinye izindawo, lapho ufinyelela khona lo mhlahlandela.

Mnyango .

Dkt Karen Jennings

Inhloko Yophiko Lweze-HIV/STI/TB

EMnyangweni Wezempiro kuMasipala waseKapa



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IZITHASISELO



Isithasiselo 1: Ithuluzi lokuhlaziya isimo

1. Imininingo eqoqwa ngokuqhubekeyo

A. Iminingo ephathelene nesimo sabantu nenhlalo yabo

	Umthombo wolwazi
Isizinda	
Incazelio-jikelele yendawo	
Ubukhulu (amakhilomitha)	
Isifunda	
Isifundana	
Inani labantu	
Abadala (>=18 iminyaka yobudala)	
Abesilisa (>=18 iminyaka yobudala)	
Abesifazane (>=18 iminyaka yobudala)	
Abadala (18-44 iminyaka yobudala)	
Abesilisa (18-44 iminyaka yobudala)	
Abesifazane (18-44 iminyaka yobudala)	
Izingane (<18 iminyaka yobudala)	
Isimo sokushada	
Inkolo	
Inani lamakhaya kule ndawo	
Uhlobo lwezindlu kule ndawo	
Inani labantu abangenamakhaya	
Izilimi eziqavile ezikhulunywa kule ndawo	
Inani lezizwana ezhchlala kule ndawo ngokwehlukana kwazo (ngama-%)	
Izinga lemfundu	
Amazinga okuqashwa kwabantu	
Isilinganiso semali engenayo ngokomuntu ngamunye/ekhaya ngalinye	

B. Umthelela wezifo

	Umthombo wolwazi
Izinga lokupathwa kwabantu yizifo	
Ukufa ngaphambi kancane noma ngemva kancane kokubeletha	
Izinga lokushona kwezinsana	
Ukushona komama ngenkathi bebeletha	
I-HIV/HTS	
Izinga lokubhedula kwe-HIV	
Inani labantu abane-HIV	
Inani labantu abane-HIV abaneminyaka yobudala eyi 18-45	
Inani labantu abangenayo i-HIV abaneminyaka yobudala eyi 18-45	
Inani labantu abangasazi isimo sabo se-HIV	

Isithasiselo 1 siyaqhubeke

Inani labantu njengamanje abahlolewa i-HIV minyaka yonke		
Imigomo nomkhawulo wokuhlolwa kwabantu ehlose ukufinyelela kuwona i-DOH		
Inani labantu abathola usizo lokunakekelwa nokwelashelwa i-HIV		
Uhlelo lwe-ART/ Ukunakekelwa nokwelashelwa i-HIV okuqhutshwa ngu		
Inani labantu abane-HIV, abangalutholi usizo lokunakekelwa nokwelashwa		
Inani labantu abane-HIV, abalutholayo usizo lokunakekelwa nokwelashwa		
Inani labantu abasohlelweni lwe-ART		
Inani labantu abane-HIV, abangafanelekile ukufakwa ohlelweni lwe-ART		
Inani labantu abane-HIV, abafanelekile ukufakwa ohlelweni lwe-ART		
Inani labantu abane-HIV, abathola ukunakekelwa, kepha abangekho ngaphansi kohlelo lwe-ART		
Inani labantu abane-HIV, abathola ukunakekelwa, futhi abangaphansi kohlelo lwe-ART		
Ububanzi nokusabalala kohlelo lwe-ART njengamanje		
Umgomo nomkhawulo ehlose ukufinyelela kuwona i-DOH		
I-PMTCT		
Inani labesifazane abakhulelwayo ngonyaka		
Inani labesifazane abakhulelwwe abane-HIV		
Inani labesifazane abasebeniza izinsizakalo ze-PMTCT		
Inani labesifazane abafanelekile ukufakwa ku-PMTCT		
Zitholakala kuphi lezi zinsizakalo?		
Amakhondomu abesifazane		
Umgomo noma umkhawulo okuhloswe ukufinyelela kuwona		
Inani labantu njengamanje abathola amakhondomu abesifazane		
Ahlinzekwa futhi asatshalaliswe kuphi?		
Amakhondomu abesilisa		
Umgomo noma umkhawulo okuhloswe ukufinyelela kuwona (amakhondomu angama-30 ngenyanga)		
Inani labantu njengamanje abathola amakhondomu abesilisa (amakhondomu ayi-15 umuntu ngamunye ngenyanga)		
Ahlinzekwa futhi asatshalaliswe kuphi?		
I-MMC		
Isilinganiso senani lamadoda asokwe ngokwendabuko		
Isilinganiso senani lamadoda afanelekile ukusokwa		
Inani lamadoda njengamanje asebeniza izinsizakalo ze-MMC		
Zihlinzekwa kuphi lezi zinsizakalo zokusokwa?		
Ama-STI		
Izinga-nani lonyaka labantu abathola ama-STI		
Izinga lokuhlolwa nokwelashelwa ama-STI njengamanje		

I-TB		
Izinga lezigameko ze-TB		
Izinga lokubhedula nokusabalala kwe-TB		
Inani labantu abathola usizo lokunakekelwa i-TB		
Inani lamanje labantu abelashelwa i-TB ngonyaka		
Izinsizakalo zokuhlolwa kwasikhwelela – zihlinzekwa kangaki, kubani, nini, kuphi, kanjani?		

2. Izinsizakalo

A. Izikhungo zomphakathi

Isizinda		Umthombo wolwazi
Abananekeli abavakashela abantu emakhaya		
Amaqembu okweseka		
Izikhungo ezihilinze ka ngokudla		
Izikhungo zokukhosela nokufihla ikhanda		
Izikhungo zokuhlunyelelisa kwezimilo		
Amajele		
Amasondo		
Izizinda ezinenxanxathela yezitolo		
Izimakethe		
Izizinda lapho kugitshelelwa khona amatekisi		
Iziteshi zezitimela		
Izizinda zezemidlalo		
Izizinda zomphakathi		
Izikole		
Iziteshi zamaphoyisa		
Amahostela		

B. Izikhungo zezempi

Imitholampilo (izinhlobo, abasebenzi, ukusetshenziswa kwazo, izinsizakalo)		Umthombo wolwazi
I-CHC (izinhlobo, abasebenzi, ukusetshenziswa kwazo, izinsizakalo)		
Ama-Secondary referral hospital (amazinga okudluliselwa kwabantu eziqhutshela)		
Ama-Tertiary referral hospital (amazinga okudluliselwa kwabantu eziqhutshela)		
Ezinye izikhungo zezempi		
Amakomidi ezempi		
Izithangami zezempi		
Izikhungo zokuhlunyelelisa nokwelashwa (ukuhlunyelelisa nokwelashwa emzimbeni)		
Ama-NPO ezempi		
Amandla okuqeleshwa kwezempi		
Abaholi bendabuko		
Izikhungo zezempi ezizimele		

Isithasiselo 1 siyaqhubeke

C. Izikhungo zomphakathi ezhlobene

Isizinda		Umthombo wolwazi
Ama-CAB		
Izithangami Zomphakathi		
Abaholi bendabuko		
Abaholi bomphakathi		

D. Imiklamo yocwaningo eqhubekayo njengamanje

Isizinda		Umthomb o wolwazi
Umklamo we-HIV		
Umklamo we-TB		
Umklamo we-MMC		
Umklamo we-PMTCT		
Umklamo wama-STI		
Okunye		

Isithasiselo 2: Uluhlu Iwezinto ezisemqoka eziphathelene nemicimbi emikhulu yokuxhumana nomphakathi

Izinto ezidingekeyo okumele zithunyelwe uma ukufakwa isicelo sokubamba umcimbi omkhulu wokuxhumana nomphakathi

Incazeloyophawu	
✓	Lokhu kupoqelekile, ngakho-ke kumele kuthunyelwe
*	Lokhu kungathunyelwa kuphela lapho kufanelekile

Izicelo	Ukwamukelwa kwesicelo
Ifomu lokufaka isicelo sokubamba umcimbi	✓
Ifomu lokungathweswa icala lamademeshe	✓
Uhlelo lokubhekana nesimo esiphuthumayo	✓
Uhlelo lokulawulwa kwemfucuza	✓
Uphiko LwaMaphoyisa aseNingizimu Afrika/Isithangami Somphakathi Esisebenzisana Namaphoyisa (ukuphepha komcimbi)	✓
Ifomu lemvume yokubanga umsindo	✓
Isitifiketi esifakazela ukuthi ukudla kusezingeni elifanelekile	✓
Uhlelo lokuvikelwa kwemvelo	*
Ukumiswa noma ukwakhawa kohlaka Iwesikhashana (Isiteji)	*
Isicelo sesitifiketi sokubuthana kwabantu	*
Izimpawu zesikhashana	*
Uhlelo lokulawulwa kwezinto zokuthutha (ukuvalwa kwemigwaqo)	*
Uhlelo lokulawulwa kwezimoto emgwaqeni (uphiko Iwezokulawulwa kwezimoto emgwaqeni)	*

Isithasiselo 3: Isibonelo sesikhangiso seThenda



Isicelo sokunxusa ama-NPO Okuzobanjiswana nawo ukuphatha Izikhungo Zezinsizakalo Zokuvimbela i-HIV Eziqhutshelwa Ngaphakathi Empifikathini

Umklamo we-PEPFAR/CDC Wezinsizakalo Zokuvimbela i-HIV Eziqhutshelwa Ngaphakathi Empifikathini wenzenka ngobambiswano phakathi kwe-Desmond Tutu TB Center (DTTC), iDolobha laseKapa, uhulumeni wesifundazwe saseNtshonalanga Kapa kanye nezinhlangano ezingekho ngaphansi kukahulumeni (ama-NGO). Sithungatha ama-NPO angaphatha futhi alawule izikhungo zezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi empifikathini.

Ama-NGO anolwazi nesipiliyon i sokuqasha abeluleki be-HTS noma sokuphatha nokulawula izizinda ze-HTS eziqhutshelwa ngaphakathi empifikathini ayamenya ukuba afake izicelo zokubambisana nathi kulo mklamo. Ama-NGO esizobambisana nawo azokwenza le misebenzi elandelayo:

- Ukuphatha/ukuthatha izintambo zokulawula isizinda se-HTS esikhona njengamanje, esizosebenza njengesikhungo esihlinzeka ngezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi empifikathini.
- Ukuqinisekisa ukutholakala kwendawo efanelekile okuzoqhutshelwa kuyona umsebenzi wesikhungo.
- Ukuqasha umlawuli ozosebenza ngokwetoho ozokwethwesa umsebenzi wokuphatha nokuqhutshwa kwemisebenzi yansukuzonke yesikhungo.
- Ukuqasha abeluleki be-HTS – ama-NGO kumele aqashe noma asebenzise abeluleki abakhona njengamanje esikhungweni, uma kunokwenzeka.
- Ukusebenzisana nabahlengikazi abasaqeleshwa abaqashwe yi-DTTC abazothunyelwa kuma-NGO bayohlinzeka ngezinsizakalo zokwelapha.
- Ukusebenzisana nabahlengikazi asebeqeleshwa abazoqapha futhi bahlole ikhwalithi yomsebenzi owensiwa yesikhungo. Laba bahlengikazi abathathu bazosebenza kuzo zonke izizinda ezinhlanu, behlinzeka ngosizo lokwelapha lapho kudingeka khona, futhi bazotholakala ngokugcwle kulezi zikhungo.
- Ukuthenga yonke impahla esetshenziswa nsukuzonke kulezi zikhungo.
- Ukuthenga imithi nempahla ephathelene nokwelapha, ngaphandle kwempahla yokuhloela i-HIV.
- Ukuqasha inkampani ethutha imfucuza ezoqoqa imfucuza yokwelapha njalo neviki.
- Ukuhiqiza impahla ye-IEC edingekayo.
- UKusungula izinsizakalo kulezi zikhungo ngokubambisana ne-DTTC futhi ngokuhambisana namazinga okuvunyelwane ngawo.
- Ukugcina isizinda sisemweni esifanelekile futhi kuqinisekisa ukuthi konke kuhamba kahle.
- Ukuqhube izinhlelo zokuqwahisa nokuhlomisa umphakathi ngolwazi nezinsizakalo ezithile.
- UKusungula nokualisa uhlelo lokuvimbela i-HIV oluqondiswe entsheni, kubandakanya nokubamba izigcawu njalo ngenyanga ezenzelwe intsha eziphatelene ne-HIV.
- Ukubika ku-DTTC mayelana nemisebenzi nezinhlelo ezenziwe kanye nokusetshenziswa kwezimali.

Isikhungo ngasinye sezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi empifikathini sizoba nalaba basebenzi abalandelayo:

- umlawuli we-NGO oqashwe ngokwetoho;



Desmond Tutu TB Sentrum # Centre # Iziko

Departement Pediatrie en Kindergesondheid # Department of Paediatrics and Child Health
Fakulteit Geneeskunde en Gesondheidswetenskappe # Faculty of Medicine and Health Sciences
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Isithasiselo 3 siyahubeka

- umhlengikazi osaqeqeshwa ozokwenza umsebenzi wokuhloela abantu i-HIV ne-TB ngaphansi kweso lomhlengikazi oqeqeshiwe;
- abeluleki be-HTS abathathu;
- umshayeli oyedwa (kodwa akuphoqelekile ukuthi abe khona);
- unogada oyedwa (kodwa akuphoqelekile ukuthi abe khona); kanye,
- NoMhlengikazi Oqeqeshiwe oyedwa ozohlinzeka ngomsebenzi we-M&E, ukuqinisekisa kwekhwalithi, ukwengamela kanye nokuhloela abantu i-HIV uma kudingekile.

Lukhona uxhaso-mali, futhi singathanda ukusayina isivumelwano senkontileka eyophela mhla zingama-30 kuMandulo 2013. Kunokwenzeka ukuba uxhaso-mali iuhlinzekwe kuze kuphele isikhathi esiyiminyaka emihlanu. Izinkontileka zizovuselewa uma lusekhona uxhaso-mali futhi uma i-NGO enikezwe inkontileka yenza umsebenzi oncomekayo. Ama-NGO anesifiso sokusebenzisana ne-DTTC kumele ahangabezane nalezi zidindo ezilandelayo:

- I-NGO kumele ibhaliswe ngaphansi koMthetho Wezinhlangano Ezingenzi Nzuko Nombolo 71 we-1997.
- Ama-NGO kulindeleke ukuba abe nengqalasinda eyanele, awazi ukuphatha umsebenzi ngendlela efanele (kubandakanya nokuphatha kwezimali), ahlinzeke ngezinsizakalo ezixhaswe ngezimali futhi aqinisekisa ukuqashwa nokuhloola kwezinsizakalo okwanele.
- Ama-NGO kudingeka ukuba enze isivumelwano senkontileka neNyuesi yase-Stellenbosch futhi kumele aphendlela ngendlela asebenzise ngayo izimali abelwe zona.
- Izinhlangano kuzodingeka ukuba zithumele imibiko yezimali kanye nemibiko elandisayo njalo ngekota yonyaka.

Uxhaso-mali luzokwabelwa imisebenzi ethile kuphela, hhayi ukuba izinhlangano zilusebenzisele nomu yimuphi umsebenzi eziwenzayo. Uxhaso-mali luzokwabelwa isikhathi esithile kuphela. Izinhlangano zizozokwa ngokubheka amandla nekhono lazo lokuphatha nokulawula izinsizakalo kanye nokuqinisekisa ukusimama kwezinsizakalo ukuze ziqhubek isikhathi eside.

Izinhlangano ezinesifiso sokubamba iqhaza kulolu bambiswano ziyanxuswa ukuba zize emhlanganweni ozobanjelwa e-DTTC mhla zi-USUKU ngehora le-ISIKATHI e-INDAWO. **Izinhlangano ziyacelwa ukuba ziphendule zisho ukuthi zizowuhambela yini lo mhlangano ngokufonela u-igama lomuntu okumele kuxhunyanwe naye, ku-inombolo yocingo.**

Isithasiselo 4: Izibonelo zemigomo namazinga okuhlola ithenda

IMIGOMO NAMAZINGA OKUHLOLA ITHENDA

INOMBOLO YETHENDA:

	<i>Iisisindo</i>	<i>Umfaki-thenda 1</i>	<i>Umfaki-thenda 2</i>	<i>Umfaki-thenda 3</i>	<i>Umfaki-thenda 4</i>
<i>Imigomo yokuhlola ithenda</i>	<i>Anaphuzu 1-10 samaphuzu</i>	<i>Isilinganiso samaphuzu</i>	<i>Isilinganiso samaphuzu</i>	<i>Isilinganiso samaphuzu</i>	<i>Isilinganiso samaphuzu</i>
Isiphiyoni sokuhlinzeka ngezinsizakalo ngaphakathi emphakathini	20%	7	1,4	5	1
Isiphiyoni sokuhlinzeka ngezinsizakalo ze-HIV	25%	6	1,5	3	0,75
Amandla neknono le-NPO lokuphatha izimali	25%	5	1,25	3	0,75
Amandla neknono lokuphatha notulawula uhlolo olughutshelwa ngaphakathi emphakathini	30%	7	2,1	4	1,2
Isamba esiphele	100%		6,25	3,7	

Isincono sethenda :

UMFAKI-THENDA 1 _____ nguyena ohlonzwe njenge-NPO ephumelele.

Uthole isilinganiso samaphuzu esiphezulu kunabobonke abanye

Usuku:

Isithasiselo 5: Isibonelo soHlelo Lokusebenza

INJONGO: Injongo-ngqangqi yalo mklamo wukuthuthukisa, ukuqalisa kanye nokuhlola uhlolo lokuvimbela i-HIV oluqhutshelwa ngaphakathi emphakathini.			
IZINYATHETO NOMA IMISEBENZI EZOKWENZWYA	ISIKHATHI ESIBEKIWE	UMUNTU NOMA ABAZOKWENZA LO MSEBENZI	UMPHUMELA KANYE NEZINKOMBA KANYE NEMIGOMO EPHOKOPHELWE
Ukuxhumana netThimba Labaphathi Bezempiro Besifundana (Sub-district), iKomidi Lezempiro, i-MSAT kanye nezinye izinhlaka zomphakathi ezifanelelekile ukuze kuxoxiswane ngodaba lokusunguluwa kwezikhungo zokuvimbela i-HIV ezizohlinzeka ngezinsizakalo ngaphakathi emphakathini	Nhlaba/Nhlanguana 2012	UMqondisi we-NGO Umlawuli we-NGO	Amaminitihi emihlangano
Ukusayina inkontileka yesivumelwano neNyuvesi Stellenbosch	27 Ndasa 2012	UMqondisi we-NGO	Isivumelwano senkontileka esisayiniwe
Ukuqinisekisa ukugashwa kubabeluleki we-NGO/ama-ENs/Abeluleki	Mbasa 2012	Imenjenja ye-HR ye-NGO	Izinkontileka ezisayinwe nabeluleki beze-HIV
Ukwenza izincazeloo zomsebenzi ezsenthethweni zoMlawuli we-NGO/i-thelefon/i-/ADSL, njil.	Mbasa/Nhlaba 2012	Imenjenja yomkamo I-HR ye-NGO Umlawuli we-NGO Abahlengikazi abasaqequeshwaa Abeluleki	Isivumelwano zokuqashwa ezisayiniwe
Ukuqinisekisa isizinda okuzosunguluwa kusona isikhungo sezinsizakalo zokuvimbela i-HIV eziqhutshelwa ngaphakathi emphakathini	Nhlaba/Nhlanguana 2012	UMqondisi we-NGO Osonkontileka abasebenza ngaphanski kwabanye	Isizinda sokusebenza esixhunywae ngokuphele
Ukulungisa kabusha nokuvuselela noma ukuxhuma ugesi/i-thelefon/i-/ADSL, njil.	1 Ntulikazi 2012	UMqondisi we-NGO Umlawuli we-NGO	Ama-invoyisi athunyeliwe
Ukuthengwa kwempahla nemishini/imishini engaphathelene nezempiro nokwelapha	Nhlanguana 2012	Umlawuli we-NGO	Umbiko olandisayo othunyelwa njalo ngekota
Ukukhangisa izinsizakalo endaweni	Kusukela ngorNtulikazi (kuyaqhubeke)	Umlawuli we-NGO	Umbiko olandisayo othunyelwa njalo yonyaka
Ukwethulua isikhungo seziniszakalo zokuvimbela i-HIV	Ntulikazi 2012	Umlawuli we-NGO	Umbiko olandisayo othunyelwa njalo yonyaka

Isithasiselo 5 siyaqhube ka

Ukubala impahla yesitokwe kanye noku-oda isitokwe esisha sempahla esetshenziswa nsuku zonke	Nyanga zonke	Umlawuli we-NGO	Ukugcinwa nokukhwezwa kahle kwamafayela kwestokwe
I-oda yokuqoqwa nokulahlwa kwemfucuza	Nyanga zonke	Umlawuli we-NGO	Ukuhlinzecka okwenziva nyanga zonke Ama-invoyisi
Ukuqaiswa konsebenzi wokuhlinzecka kwezinsizakalo zokuvimbela i-HIV eziqhutshnelwa ngaphakathi emphakathini			Ukuhlinzecka kwenani elanele leziqkathi
• Ukuhlinzecka nge-HTS nsuku zonke nokuhololela i-TB			Ukuqoqwa ngesikhathi esibekiwe
• Ukuuduliseela amakhasimende ane-HIV ezikhungweni zezempiilo endaweni			
• Ukuuduliseela amakhasimende okutholakale ukuthi ane-TB ezikhungweni zezempiilo endaweni		UMqondisi we-NGO Umlawuli we-NGO Ama-PNs Ithimba le-HIV	Irejista Ukuthunyelwa kwezibalo nemininingo njalo ngenyanga
• Ukuuduliseela amakhasimende esilisa afanelelekile ezinsizakalweni ze-MMC		1 Ntulikazi 2012 (kuyaqhubeka)	
• Ukuuduliseela amakhasimende akhulelw ane-HIV ezinsizakalweni ze-PMTCT			
• Ukuandelela kokujinisekisa ukuthi amakhasimende adluiselwe emitholampilo alutholile yini usizo			
• Ukuambala izigcawu zokuxhumana nokubonana nentsha nyanga zonke			
• Ukukhlopha nokusabala lisa amakhondolu			
Ukuambala izigcawu zokuxhumana nokubonana nentsha, ukunlinzecka izinsizakalo ezhambisana nesimo sentsha (kubandakanya i-HTS) ngokubambisana nezinye izinhlangano ezifanelelekile	Nyanga zonke	Umlawuli we-NGO Ama-PNs Ithimba le-HIV	Irejista Ukuthunyelwa kwezibalo nemininingo njalo ngenyanga

Amarekhodi namarejista (ephepha noma omshini) aqukethe imininingo yakamuva okumele abuyekezeze njaio negeviki ukuze kufakwe imininingo ephathelene naloju okulandelayo. Inani lamakhasimende athole ukwelulekwa (umgomo ohlosiwe rigama-750 ngekota ngayinye yonyaka wokujala)	Inani labantu besilisa abalulekiwe (umgomo ohlosiwe ngama-50%) Inani lezithandani ezihamba ngambili ezilulekiwe (umgomo ohlosiwe rigama-10%) Inani lamakhasimende ahholiwe (umgomo ohlosiwe ngama-90%) Inani lamakhasimende ahholelwe i-TB (umgomo ohlosiwe ngama-750 ngekota ngayinye yonyaka wokujala)	Ukuqoqa imininingo yezinsizakalo ezihlinzekwa nsuku zonke	Ibhuku okugoshwa kulona imali engenile kanye nesetscheriziwa noma ama-akhawunti agcinwe ngohlelo-kusebenza lwekhompyutha atholakala noma nini uma abantu abafanelekile befuna ukuwaborna
Nsuku zonke	Umlawuli we-NGO Ithimba le-HIV	Imenenja yezimali ye-NGO	Umlawuli we-NGO Ithimba le-HIV
Ukuhlela kanye nokuqhuba zinhlelo nemicimbi ezisetschenziwe	Njalo negeviki		

Isithasiselo 5 siyaghubeka

Ukubikela i-DTTC mayelana nemisebenzi eyenziwe, izinkomba zemiphumela kanye nemali esetshenzisive ngokusebenzisa itempulethi yemibiko ethunyelwa njalo ngekota yonyaka	Kungakapheli izinsku zomsebenzi ezyi-10 emva kokuphela kwekota yonyaka	Imenjenja yezimali ye-NGO Umlawuli we-NGO	Umbiko wekota yonyaka ophothuliwe futhi othunyelwe ngesikhathi esibekiwe
Ukwethamela izigcawu nesazi sezenqondo ukuze kuxoxiswane negezimo ezinzima okuhlangatshezwane nazo, ukuthuthukiswa kwamakhono, ukuxxa negezgameko ezhilukahlukene , ukuphathwa nokulawulwa kwengcidezi yomphefumulo kanye nezinyathelo zokwakha umoya wokusebenzisana kahle nokufaka ugqozi edenjini	Kabili ngenyanga	Umlawuli we-NGO Ithimba le-HIV	Amarekhodi okuhlinzeekwa kwabasebenzi ngosizo nokwelulekwa kanye nokwethanyelwa kwezigcawu lapho lokhu kwenzwa khona
Ukwethamela umhlangano womklamo obanjiwa ne-DTTC	Nyanga zonke/Njalo ngekota yonyaka niengoba kudingekile	UMgondisi we-NGO Umlawuli we-NGO	Irejista ebonisza amagama abantu abethamele imihlangano
Ukuhlinzeka isithangami somphakathi ngolwazi oluphatheleene nokuthi iqhubeka kanjani imisebenzi eyenziwayo kanye nezinsizakalo	Njengoba kudingekile	Umlawuli we-NGO Ama-PNs	Irekhodi lamaminithi/amanothi ezethulo
Ukubamba umhlangano nemitholampilo yendawo	Okungenani njalo ngekota yonyaka	Ama-PNs	Irekhodi lamaminithi emihlangano

Isithasiselo 6: Isibonelo sebhajethi

Uhlu Iwezinsizazidingo					Isamba sezindleko esiphelele
Izindleko zokuholela abasebenzi	Umzamo	Izinyanga	Izindleko zempahla ngayinye	Inani lempahla	
Umlawuli Womklamo	10%	12		1	
Abeluleki be-HTS	100%	12		3	
Umshayeli/unogada	100%	12		1	
Impahla enkulu nemishini					
Amatafula agoqekayo	N/A	N/A		4	
Amakhabethe	N/A	N/A		2	
Amatende agxunyekwayo	N/A	N/A		3	
Amakhompyutha	N/A	N/A		2	
Izinsizazidingo ezincane ezisetshenziswa nsuku zonke					
Izinsizazidingo zesikhungo esincane (kubandakanya nezinto zokubhala)	N/A	12		1	
Impahla yokwelapha esetshenziswa nsuku zonke	N/A	12		1	
Ukulahlwa kwemfucuza	N/A	12		1	
Ukuhamba ngezinto zokuthutha					
Ukuhamba endaweni okusetshenzelwa kuyona	N/A	12		1	
Ezinye izindleko eziqondene ngqo nomsebenzi					
Ukuqashwa kwasizinda okusetshenzelwa kusona	N/A	12		1	
Izindleko zikatheleponi	N/A	12		1	
Izinsizazidingo ezisetshenziswa esizindeni	N/A	12		1	
Ukulungiswa kwemishini	N/A	12		1	
Umphathi we-NGO					
Umphathi we-NGO	N/A	12		1	
Ibhajethi ephelele ye-NPO					

Isithasiselo 7: Isibonelo sombiko olandisayo wemisebenzi ye-HTS

*****Qaphela: Leli fomu kumele ligcwaliswe yithimba labasebenzi kubandakany umlawuli we-NGO kanye nabo bonke abasebenzi bezempilo**

INYANGA:

ISIZINDA:

**Hlonza inkomba eyodwa oyifezekise kahle ngale nyanga futhi unikeze nezizathu zokuthi kungan
usebenze kahle kangaka kule nkomba:**

Hlonza inkomba eyodwa lapho ucabanga ukuthi kumele ukhuphule amasokisi bese uhlinzeka ngekhambi elilodwa lesikhathi esifushane ozolisebenzisa ukwenza ngcono umsebenzi ophatheleni nokufezekiswa kwale nkomba:

Uma kungenjalo, kubangelwe yini lokho? Veza futhi uphakamise amanye amakhambi angasetshenziswa.

Okunye:

Ukwelulekwa okuqhubeekayo:

Ligcwaliswe ngu:

Isithasiselo 8: Isibonelo sombiko wezindleko zekota yonyaka ngayinye ngokomkhakha ngamunye wezindleko kanye nosuku lwezindleko

		Izindleko					
		Ibhajethi eyenziwa njalon ngekota yonayaka	Ikota 1	Ikota 2	Ikota 3	Isamba esiphele sebhajethi yenkontileka	Umehluko
Uhu Iwezinsizazidingo							
Izindleko zokuholela abasebenzi	\$3 500	\$10 500	\$10 500	\$10 500	\$31 500	\$42 000	\$10 500
Impahla enkulu nemishini	\$0	\$4 000	\$5 300	\$2 000	\$0	\$7 300	\$8 700
Izinsizazidingo ezincane ezisetshenziswa nsuku zonke	\$1 500	\$4 500	\$1 800	\$2 100	\$2 340	\$6 240	\$18 000
Ukuhamba ngezinto zokuthutha	\$500	\$1 500	\$260	\$430	\$510	\$1 200	\$6 000
Ezinye izindleko eziqondene ngqo nomsebenzi	\$3 000	\$9 000	\$5 500	\$6 100	\$6 300	\$17 900	\$36 000
Umpathathi we-NGO (10%)	\$0	\$2 950	\$2 336	\$2 113	\$1 965	\$6 414	\$11 800
Umpathathi we-NGO (10%)	\$0	\$2 450	\$2 220	\$2 117	\$2 117	\$2 117	\$5 386

Isithasiselo 9: Isibonelo sethuluzi lokuhlolela i-TB okwenziwa kibili ngonyaka elingasetshenziswa ngabaqashi

Igama kanye nesibongo: _____

Usuku: _____

Inombolo yokuzazisa yesisebenzi: _____

Isikhundla: _____

Isizinda: _____

Gewalisa leli fomu elingezaansi.

Izinkomba kanye nezimpawu ze-TB: Ingabe unazo ezinye zaleli zimpawu?		
	Kokelezela igama elithi Yebo noma Cha	
Ukukhwehlela ngaphezu kwamaviki amabili	Yebo	Cha
Ukuncipha emzimbeni ngamakhilogramu angaphezu kuka 1.5 kule nyanga edlule	Yebo	Cha
Ukujuuluka ngokweqile ebusuku	Yebo	Cha
Ingabe ukhona umuntu osondelene naye noma ohlala naye one-TB (ekhaya noma emsebenzini)	Yebo	Cha

Uma uneyodwa noma ngaphezulu kulezi zinkomba nezimpawu ezingenhla, sizokwenza amalungiselelo okuba uthole ukhlolwa okufanelekile.

Isithasiselo 10: Isibonelo sohlobo lokulingisa okungasetshenziswa ukulingisa-sakwenza nokuzijwayeza i-HTS eyenzelwa ekhaya lekhasimende

Isimo sendawo okusetshenzelwa kuyona: Uzoqhuba uhlalo lokweluleka nokuhlolela i-HIV ekhaya lekhasimende, futhi lokhu kuzokwenzelwa endlini ewumjondolo elokishini elakhelene nedolobha elinabantu abanangi ngokweqile. Ngaphakathi kulo mjondolo kunezithandani ezimbili (indoda neminyaka yobudala engama-28 kanye nowesifazane oneminyaka yobudala engama-25), futhi laba banezingane ezimbili (indodakazi neminyaka emithathu kanye nendodana enezinyanga eziyi-15 ubudala).

Ukuqhutshwa nokulawulwa kohlelo lokulingisa:

- Umqequeshi kumele afunde kuzwakale ngokucacile isiqephu esizolingisa ukuze wonke umuntu asiqonde kahle (kungaba wumqondo omuhle ukuba umuntu ngamunye anikezwe ikhophi).
- Hlukanisa abasebenzi bezempilo ngokwamaqembu ahlukene, amakhulu ngokwanale ukuze bakwazi ukuxoxisana ngogqozi nenkuthalo emva kwesiqephu sokulingisa.
- Egenjini ngalinye, abasebenzi bezempilo abazoddala indima yabeluleki be-HIV kanye nabanye ababili abazoddala indima yezithandani.
- Qinisekisa ukuthi wonke umuntu usiqonda ngokucacile isimo sendawo okusetshenzelwa kuyona: indawo encane futhi enokumpintshana emjondolo.

Imibuzo esemqoka okumele ifundwe ngumlawuli kuzwakale ngaphambi lokuba kuqale ukulingisa:

- Ngibujinisekisa kanjani ubumfiho?
- Ngizozigcina kuphi izinsizazidiso zami ngenkathi ngehlinzeka ngezinsizakalo zokuhlolela i-HIV ngokushesha ukuze ngiqjinisekise ukulandelwa nokuthotshelwa kwemigomo yokuqinisekisa ikhwalithi?
- Yimiphi imibuzo esemqoka okumele ngiyibuze ukuqinisekisa ukuthi izithandani zifuna ukhlolwa kanyekanye, ngesikhathi esisodwa futhi zidalule nemiphumela yazo ngokuhlanganyela?
- Iyiphi imibuzo esemqoka okumele ngiyibuze izithandani ukuqinisekisa ukuthi akubi nodlame lwasekhaya? Iyiphi indima edlalwa wudlame lwasekhaya ekudalulweni kwesimo se-HIV?
- Ngiyazihlola yini nezingane kuleli khaya?
- Uma kuhona umuntu one-HIV kuleli khaya, yiziphi izincwadi nezinsizakusebenza okumele ngibe nazo ukuze ngikwazi ukumdlulisela esikhungweni sezempilo sendawo?

Amathuluzi kanye nezinsizazidiso zansuku zonke okumele zinikezwe abasebenzi bezempilo:

- Irehodi lezinsizakalo zokuhlolela i-HIV (bheka iSithasiselo 13).
- Izinsizazidiso zokuhlolela i-HIV ngokushesha: ithuluzi lokuhlolela i-HIV ngokushesha, uvolo, isiqukathi sokulahlia imfucuza enobungozi, amagilavu, isikhwama sokulahlia imfucuza engenabo ubungozi, umshini wokukala isikhathi. Bheka iSahluko 5: Ukuhlinzekwa Kwezinsizakalo Ezibanzi Zokuhlolela i-HIV Ezixile Kumahasimende Ngokuphelele, ukuze uthole uluhlu oluphele lwezinsizazidiso ezidingekayo).
- Izinsizazidiso zokubhala: ipeni, ipensela, incwadi yokudlulisa isiguli, uqwenjana lokwenza isinyatheliso sikayinki (*ink pad*) (oluzosetshenziswa ngamakhasimende angakwazi ukubhala/ukusayina ngenkathi kwensiwa inqubo yokunikezwa

Isithasiselo 10 siyaqhubeke

kwemvume ekhishwa emva kokuhlinzekwa kwekhasimende ngolwazi oluphelele mayelana nezinsizakalo zokuhlolela i-HIV)

Iqhaza lomqeqli:

- Ukuhlola ukuthi lubhekisisiwe yini udaba lobumfihlo kanye nokuthi amakhasimende abuziwe yini ukuthi afuna ukuhlolwa ngamabili njengezithandani noma ngokwehlukana, umuntu ngamunye.
- Uma beqoke ukuhlolwa ngokwehlukana, ingabe umeluleki weze-HIV ulibuzile yini elinye lalawa makhasimende ukuthi lingazizwa likhululekile yini uma lihlolela kwenye indawo ngaphandle kwekhaya noma ulibuzile yini ukuthi liqoka ukuhlolwa kuphi.
- Bheka ukuthi ingabe lona omunye umeluleki weze-HIV ubehleli naleli elinye ikhasimende ngaphakathi endlini.
- Bheka ukuthi ingabe izinsizazidiso zokuhlolela i-HIV ngokushesha bezibekwe zandlalwa futhi zakleliswa kahle endaweni evulekile futhi ehlanzekile.
- Hlola ukuthi ingabe Abeluleki bezempilo bazilande kahle yini izinqubo zokulahlia imfucuza enobungozi (bheka iSahluko 7: Ukuqinisekisa Kwekhwalithi).
- Bheka ukuthi ingabe Abeluleki beze-HIV bazihihlinzekile izingane ngezinsizakalo zokuhlolela i-HIV. Ngaphezu kwalokho, ingabe bebenalo yini ulwazi lokuthi izingane ezineminyaka yobudala engaphansi kweyi-18 kumele zidluliselwe esikhungweni sezempilo sendawo ukuze ziyoohlolela khona.
- Hamba-hamba uvakashele iqembu ngalinye ukuqinisekisa ukuthi imibuzo esemqoka (ebhalwe ohlwini olungenhla) iphenduleke kahle yini ngenkathi kwensiwa umdlalo wokulingisa.
- Buza imibuzo ngenkathi kwensiwa futhi kubukelwe umdlalo wokulingisa ukuze imibuzo evela kubasebenzi bezempilo iphendulwe ngokushesha.
- Babonise futhi ubatshela ngendlela eyakhayo ukuthi baqhuba kanjani: bancome uma kufanelekile; babonise lapho kudingeka khona ukuba bakhuphule amasokisi emsebenzini wabo; futhi, banikeze nethuba lokuba imibuzo abasebenzi bezempilo.
- Qinisekisa ukuthi abasebenzi bezempilo bayazi ukuthi kumele baxhumane nomphathi wabo uma kwenzeka behlangabezana nesimo esinzima, abangenasiqiseko sokuthi kumele basilawule kanjani.
- Phothula inkulomo yakho lapho ubachazela khona ukuthi basebenze kanjani ngokuthi ubanikeze ithemba futhi ubaqinise idolo ngendlela abaqhuba ngayo umsebenzi wabo.

Isithasiselo 11: Isibonelo sokulingisa ukubuza imibuzo yokuhlolela i-TB nokuqoqa isikhwehlela

Isimo sendawo okusetshenzelwa kuyona: Wena usendlini lapho kukhona indoda nowesifazane kanye nezingane zabo ezimbili (indodana yabo eniminyaka yobudala embili kanye nenyi indodana eniminyaka emine). Njengengxene ye-HTS, wena ubuza indoda imibuzo ethile ngenhoso yokuhlola ukuthi ayinayo yini i-TB. Indoda ithi iyajuluka ngokweqile ebusuku, kodwa ikholelwa ukuthi lokhu kubangelwa wumkhuhlane, hhayi i-TB. Emva kokuhlinzekwa kwekhasimende ngolwazi mayelana nezinkomba nezimpawu ze-TB futhi emva kokuxoxisana nalo, liyavuma ukuba kuthathwe isikhwehlela kulona. Ekuqaleni likwazi ukukhipha isikhwehlela esisodwa nje kuphela, kepha emva kokudonsa umoya kakhulu ngokusizwa nguweni, ligcina selisikhqizile isikhwehlela sesibili. Amadodana akhe amabili afikelwa wuvalo nokwethuka okukhulu uma ebona ubaba wabo edonsa umoya kakhulu futhi adidekile ngoba awanasiqiniseko sokuthi kwenzekani nje nempela kubaba wabo, ngakho-ke wena uyazama ukuwaduduza amadodana, uwaqinise idolo. Emva kwalokho wena ubuza lona owesifazane imibuzo ngenhoso yokuthola ukuthi akanazo yini izinkomba nezimpawu ze-TB futhi uqoqe isikhwehlela ezimbili kuyena. Emva kwalokho isikhwehlela zithunyelwa elabholethri. Emva kwamahora angama-48, umphathi wakho uthola imiphumela ebuya elabholethri bese ekutshela ukuthi ukuhlolwa kubonisa ukuthi indoda inesifo sofuba samaphaphu. Kumele umhambisele imiphumela emzini wakhe bese emva kwalokho umthumela esikhungweni sezempilo ukuze aqale ukwelashelwa isifo sofuba.

Ukuqutshwa nokulawulwa kohlelo lokulingisa:

- Umqeqli kumele afunde kuzwakale ngokucacile isiqephu somdlalo ozolingiswa ukuze wonke umuntu asiqonde kahle (kungaba wumqondo omuhle ukuba umuntu ngamunye anikezwie ikhophi).
- Hlukanisa abasebenzi bezempilo ngokwamaqembu ahlukene, amakhulu ngokwanele ukuze bakwazi ukuxoxisana ngogqozi nenkuthalo nokubamba ingxoxo eyakhayo emva kwestiqephu sokulingisa.
- Egenjini ngalinye, isisebenzi sezempilo esisodwa sizodlala indawo yendoda, esinye sibe ngumama bese ababili bedlala indawo yabantwana. Isisebenzi sezempilo sesihlanu sona sizodlala indawo yomeluleki weze-HIV.
- Bachazele abasebenzi bezempilo ukuthi lapha baqhuba uhlelo lokuhlolela i-TB, olwenziwa ngokuba isisebenzi sisukumele phezulu ngenkuthalo ukwenza lomsebenzi, okusho ukuthi abasebenzi bavakashela ekhaya lekhasimende lapho belibuza khona imibuzo ngenhoso yokuhlolela i-TB, esikhundleni sokuba amakhasimende abo afike esikhungweni sezempilo sendawo, enezinkomba nezimpawu ze-TB.

Imibuzo esemqoka okumele ifundwe ngumlawuli kuzwe wonke umuntu ngaphambi kokuba kuqale ukulingisa:

- Ngibuinisekisa kanjani ubumfihlo ngenkathi ngiqoqa isikhwehlela ekhasimendeni emphakathini?
- Ngizigcina kuphi izinsizazidiso zami zokuqoqa isikhwehlela?
- Yiziphi izinqubo ezilandelwayo zokulawula ukutheleleka nokusabalala kwesifo sofuba endaweni okusetshenzelwa kuyona noma lapho abantu behlangana khona emphakathini?
- Yimiphi imibuzo yokuhlolela i-TB okumele ngiyibuze?

Isithasiselo 11 siyaqhubeke

5. Uma ikgasimende linezinkomba nezimpawu ze-TB kumele ngithathe izikhwehlela ezingaki kulona?
6. Uma kutholakala ukuthi ikgasimende line-TB ngiqinisekisa kanjani ukuthi imiphumela evela elabholethri iyafinyelela kulona futhi lidlulisewa ngendlela efanelekile esikhungweni sezempilo ukuze lithole ukwelashelwa i-TB?
7. Yiziphi izinyathelo okumele ngizithathe ukuqinisekisa ukuthi ngempela ikgasimende seliqalile ukuthola usizo lokwelashelwa i-TB?
8. Emva kokuba lihlooli ikgasimende kwatholakala ukuthi line-TB, ingabe kumele ngizidlulisele emtholampilo nezingane zalo ezimbili ukuze ziyothola ukuhlolwa nokunakekelo i-TB noma kumele ngithathe isikhwehlela kulezi zingane?

Amathuluzi kanye nezinsizazidiso zansuku zonke okumele zinikezwe abasebenzi bezempilo:

1. Ithuluzi lokuhlolela i-TB (Bheka iSithasiselo 13 ukuze uthole isibonelo serekodi lezinsizakalo zokuhlolela i-HIV eliquethe ithuluzi lokuhlolela i-TB).
2. Izinsizazidiso zokulawula ukutheleka nokusabalala kwesifo sofuba: isifonyo kanye namagilavu.
3. Izinsizazidiso zokuqqa isikhwehlela: iziqukathi zesikhwehlela, izikhwama zepulastiki zokugcina iziqukathi zesikhwehlela, ibhokisi eliqandisayo lokugcina izikhwehlela kanye nefomu laselabholethri. Bheka iSahluko 5: Ukuhlinzekwa Kwezinsizakalo Ezibanzi Zokuhlolela i-HIV Ezigxile Kwikhaisimende Ngokuphelele ukuze ubone izinsizazidiso zokuqqa isikhwehlela sokuhlolela i-TB.
4. Izinsizazidiso zokubhala: ipeni, ipensela, incwadi yokudlulisela ikgasimende esikhungweni sezempilo.

Iqhaza lomqequeshi:

1. Bheka futhi uqaphele indlela abasebenzi ababuza ngayo imibuzo yokuhlolela i-TB.
2. Bheka futhi uqaphele ukuthi umuntu ngamunye okuleli khaya uyabuzwa yini imibuzo eqondiswe kuyena ngqo.
3. Bheka futhi uqaphele ukuthi siqoqwa kanjani isikhwehlela kulawo makhasimende anezinkomba nezimpawu ze-TB.
4. Bheka futhi uqaphele izinqubo ezilandelwayo ngenkathi kuqoqwa isikhwehlela.
5. Bachazele kahle futhi ubalonise uma bengalandeli izinqubo nezindlela ezifanele ngenkathi benza umsebenzi wabo.
6. Banqande ngokushesha, ubalonise futhi ubachazele kahle uma bengalandeli izinqubo nezindlela ezifanelekile zokulawula ukutheleka nokusabalala kwesifo sofuba.

Isithasiselo 12: Imihlahlandlela eyenzelwe abasebenzi bezempilo ngenhlosu yokuqinisekisa ukuphepa kwabo ngenkathi besebenza emphakathini

Yazi indawo osebenzela kuyona

- Kumele uzazi izindawo lapho bebuthanelo khona abantu, isibonelo, amarenki amatekisi, amashibhi (izindawo ezithengisa utshwala) iziphaza (*spaza shops*), izitodlwana ezincane ezithengisa izithelo nemifino. Izindawo lapho kuphithizela khona izimoto zingaba nobungozi kubasebenzi.
- Uma kuhlinzekwa i-HTS eyenzelwa emakhaya amakhasimende, kusemqoka ukuqasha abasebenzi bezempilo abahlala kulowo mphakathi, ngoba bawazi kahle umphakathi kanye nendawo abahlala kuyona futhi banalo kakade ulwazi mayelana nezindawo ezithile emphakathini lapho kudlange khona ubugebengu.
- Kumele uhlale uqaphile nakuba uyazi kahle indawo ozosebenzela kuyona.

Ukuxhumana

- Qinisekisa ukuthi abaphathi bakho banalo ulwazi lokuthi ngosuku nosuku uzobe uyihi linzeka kuphi i-HTS. Kumele ube nebukwana eliquethe amakheli kanye nezindawo ozozivakashela.
- Kumele ngaso sonke isikhathi uhlale unomakhalekhukhwini kuwena.

Lalela izeluleko ozinikezwa ngabantu bendawo

- Isibonelo, uma abahlali bendawo ababili noma ngaphezulu bekuxwayisa ngendawo olungabhadwa kuyona, kumele ungayi kuleyo ndawo uhamba wedwa.
- Uma umphakathi ukutshela ukuthi indawo ethile ayiphephile, ungayi lapho uhamba wedwa.
- Bikela umphathi wakho ngalokhu okushiwo ngenhla.

Lalela umzimba wakho, uxwaye uma uzwa sengathi kukhona okushaya amanzi

- Lalela imizwa yakho.
- Uma uzizwa ungaphophile endaweni ethile, phuma uphele lapho ngokushesha.
- Xoxisana nomphathi wakho ngezinto ezikukhathazayo ngokusebenzela kuleyo ndawo.
- Xoxisana nomphathi wakho nithathe isinqumo ngokuhlanganya mayelana nezinyathelo ezilandelayo enizozithatha.

Gwema ukungqubuzana nengxabano

- Uma ubhekene nesimo esinobungozi nodlame, zama ukwehlisa umoya nelukuluku kulabo abaseceleni kwakho.
- Veza umbono wokuthi mhlawumbe kungaba kuhle kuxoxiswane ngeline ilanga ngalezi zinto ezidala ingxabano.
- Kumele ngaso sonke isikhathi uqinisekisa ukuthi nisebenza ngababili, ngakho-ke kumele usebenze nelinye ilungu lethimba.

Kumele ube nozwelo futhi uqikelele izinto ezithile eziphathelene nobulili kanye namasiko

- Izibonelo mayelana namasiko athile: Uma owesilisa nowesifazane besendaweni ethile yomphakathi, bexoxa bobabili, lokho yisenzo esingabonakala njengesenzo esingafanelekile.

Isithasiselo 12 siyaqhube ka

- Uma ungowesifazane osemusha uwedwa endaweni lapho kuphuzwa khona utshwala, lokhu kungabonakala njengesenzo sokungabi nesimilo.
 - Yenza uluhlu lwezindaba eziphathelene namasiko okumele uziqikelele futhi uziqaphele emphakathini othile.

Gwema ukuxoxa nabantu abadakiwe noma abadle izidakamizwa

- Uma ihasimende lidakiwe, litshele ngesizotha futhi ngobuhlakani ukuthi kungakuhle ukuba nibonane ngolunye usuku.
 - Ungachithi isikhathi eside ngokungenasidingo uxoxisana nomuntu odakiwe.
 - Kumele wehlise umoya futhi ukhulume ngobungani, ngoba utshwala noma izidakamizwa kungenza abantu babe nodlame nelukulukulu lokungqubuzana.

Izinyathelo ezibonisa ingqondo ehluzekile

- Ungazikhohlwa izinyathelo zokuqikelela ukuphepha nsuku zonke.
 - Isibonelo: Ungaphathi imali eningi engukheshe ngenkathi uhambahamba emphakathini.
 - Gcina impahla yakho (*personal possessions*) endaweni ephophile.
 - Kugweme ukuhamba wedwa endaweni ongayazi noma ongavijwavele.

Hlala uqaphile kepha futhi ube nomusa

- Zama ukuba nobungani nomusa ngaso sonke isikhathi kubantu.
 - Gwema ukubonakala njengomuntu onolaka, ongakhululekile emoyeni noma onezinsolo ngaso sonke isikhathi.
 - Kumele uqikelele kakhulu ngesikhathi samaholidi ezikole noma amaholidi omphakathi (ngoba kuvamise ukuba nabantu abanangi abawuvanzi emphakathini ngalesi sikhathi).

Kumele uhlale uxhumene njalo nomphathi wakho

- Mazise umphathi wakho mayelana nezinto ezikukhathazayo eziphathelene nokuphepha.
 - Vula isifuba sakho, ungazigcini izinto ezikukhathazayo ngaphakathi kuwena.

Isithasiselo 13: Irekhodi lezinsizakalo zokuhlolela i-HIV

Igama lehasimende:					Ubulli	M	F	Iminyaka:	Uhlobo	Uyedwi	Babi			
Babu:														
Ulongo 1:			Ulongo 2:		Usuku									
Ubude:			Isindiso:		I-EMWI									
ULWAZI OLUDINGEKA NGAPHAMBI KOKUHOLWYA OLUHAMBISANA NENQUBO YOKUHOLWA EDIDJELWE														
Uke wakholo phambilini?			Yedo	Cha	Ukuhleleka i-HIV kokugcina:	<1yr	>1yr	Umphumele wokuhleleka i-HIV kokugcina		Une-HIV		Akanayo	Akanasiznekiz	
Uuyayazi i-HIV?			Yedo	Cha	Isizathu sokufura ukuhleleka i-HIV:	Ucsansi olungaphephile		Igazi	Okunye:					
Ulwazi nemfundiso nge-PMTCT														
Ulwazi nemfundiso nge-HIV														
Ulmbuzo ehambisana nokuhlelole i-TB														
1. Umehuklo phakathi kwe-HIV ne-AIDS			1. Ukuhleleka kwe-HIV ingene kumitwana				Ukuhlelela >2 amaviki				Yedo	Cha		
2. Ukuhlelela			2. Izindela okugkehethwa kuozuna zokuhakela nokuncelza umritwana				Ukuuzza > 1.5 kg ngenyanga kule edule				Yedo	Cha		
3. Ukuhlebuka kweleso			3. Ama-ARV kumitwana				Imfiva > 2 amaviki				Yedo	Cha		
4. Isikhathi sokugabonakalisa kweqawane emsibeni			4. Ama-ARV kumitwana				Ukukuluta ngokwepole ebusuku				Yedo	Cha		
5. Ukuhunuma phakathi kwe-TB ne-HIV			5. I-Bactrim kumitwana				Uhiha nomuntu one-TB ekhayha noma emsibenzis				Yedo	Cha		
6. Ukuhunuma phakathi kweama-STHIV			6. Ukuhlelo komitwana								Yedo	Cha		
Imbuzo mayelana nokuhlela Umndeni (buza abesilisa nabesifazane)			Imbuzo ehambisana nokuhlelole ama-STI											
Uyayebenzisina i-FP			Yedo	Cha	Indela	Abesifazane		Abesilisa						
Ukuvakusa kwe-iFP kogugcina:			Ukuhlelo oluphumia esithweni sangasese		Yedo	Cha	Ukuhlelo oluphumia esithweni sangasese				Yedo	Cha		
Wahlinizekwa nge-FP			Yedo	Cha	N/A	Izilonda/izimila/ukuvuka esithweni sangasese		Yedo	Cha	Izilonda/izimila/ukuvuka ngasesithweni sangasese		Yedo	Cha	
Waduluseka ku-FP			Yedo	Cha	N/A	Izinhluuqo esiyenzi		Yedo	Cha	Umchamo oshisayo karey nezhinlungu		Yedo	Cha	
Wagoma nini ukaya ocanini olungaphephile?														
Uzophathetika kanjani uma uftola ukuthi une-HIV?														
Uma uftola ukuthi une HIV uboni ozokusekela?														
Uzimizi ukudula ilimo sahlo? Kumilingan walho kya naye ocanatini:														
Okunye (chaza):														
Uyakwazi ukubonisa nomlingan walho ngocansi oluphephile?														
Yebo Cha														
Uzophathetika kanjani uma uftola ukuthi asurayo i-HIV?														
Ulielo lokusebenza kanye nezinyatheli ezothithwa?														
Ibimo solungozoi sekhasimende:														
Ulielo lokusebenza kanye nezinyatheli ezothithwa?														
Bingumo sokuhlelo:			Uyavuma	Udinga isikhathi sokucabanga		Uyengaba	Ichaizivi na inqubo yokuhlola?						Yebo	Cha
Chaza une kuhloha okunye oluphephile:														
Iginehesa yesibenzisiz sezempiyo:														
UKUNIKEZWA KWEMVUME														
Mina ngiyavuma ukuba kudonswe igazi lami lyicholelo i-HIV kanye nesilinganiso se-CD4 uma kudingekile. Ngiyayolonda imithlela yokuhlola njengoba ngukuhlolele ukuelulekwa mayetana nalesi sifo. Ngiyayolonda ukuthi kungenzeka ngiphinde ngibizwe futhi ukuze ngiphinde ngihlolwe kabanzo.														
Igama lehasimende:			Iginehesa:								Usuku:			
Igama lessibenzisiz sezempiyo:			Iginehesa:								Usuku:			
Ngiyavuma ukuba imphumele yami yokuhlelo i-HIV kanye neyokuhlola kwesilinganiso se-CD4 idaluhwe phambi komilingani wami.														
Igama lehasimende:			Iginehesa:								Usuku:			
Igama lessibenzisiz sezempiyo:			Iginehesa:								Usuku:			

Isithasiselo 13 siyaqhubeke

UMPHUMELA WOKUHOLELWA I-HIV									
Ukuholela i-HIV kwenze ngu:	Igama lessibeni sezempi:		Igishesa:						Usuku:
Umphumela wokuholela i-HIV	Une-HIV	Akanayo i-HIV	Umphumela wokuholela kokusintekisa	Une-HIV	Akanayo i-HIV	ELISA	Akanayo i-HIV	Une-HIV	Usuku okumele about ngalo ukuzikwenza i-ELISA:
Ezinyi izisizakalo zezempi nokelethwa	Igama lessibeni sezempi:		Igishesa:						Usuku:
Ukuholela ukuhulewe	Akukhulewe	Ukuholewe	N/A	Ushukela wegazi:	BP:				Kholesterol:
UKWELULEKWA EMVA KOKUHOLWA									
IKHASIMENDE ALISAFUNI UKWAZI UMPHUMELA WALO WOKUHOLWA									
Isizuthu sokugafuni ukwazi umphumela wokuholela, kanye nofihlo duzandane:									
Kuxoixe ngocansi oluphephile	Yedo	Cha	Wenzive umboniso wokusethenziva kwekhondumu		Yedo	Cha			
Ibeni lampaphetke amakhondumu aktishwe			Igishesa yesisebenzi sezempi:						
UMPHUMELA OBONISA UKUTHI AKANAYO I-HIV									
Indela aphathike ngayo ekupeleni uma eza lothu, kanye nafihlo akushilo:									
Kuxoixe ngesikhathi sokungabonakalisi kwe-HIV emzimbeni	Yedo	Cha	Usuku lokuholwa kwestibil (emva kweikhathi sokungabonakalisi kwegobane):		Kuxoixe ngocansi oluphephile	Yedo	Cha		
Wenzive umboniso wokusethenziva kwekhondumu	Yedo	Cha	Ibeni lampaphetke amakhondumu aktishwe						Imfundiso nokuduluseka ku-VMMC (amadoda):
Umphawula kweisebenzi sezempi ngalocho esikubonile uhebo lokulandela:									
UMPHUMELA OBONISA UKUTHI UNE-HIV									
Indela aphathike ngayo ekupeleni uma eza lothu, kanye nafihlo akushilo:									
Ito skhalazakze ngayo kathlu kanye nokulaweha kwayo:									
Kuxoxisene ngokudulula isimo se-HIV	Yedo	Cha	Kuxoxisene ngokweseka	Yedo	Cha	Kuxoxisene ngezinthele zesikhathi esifushane	Yedo	Cha	
Kuxoxisene ngocindela zakukhala ocamasi	Yedo	Cha	Wenzive umboniso wokusethenziva kwekhondumu	Yedo	Cha	Ibeni lampaphetke amakhondumu aktishwe			
Luchazelive ihnasende genqubo yokulandela	Yedo	Cha	Kuxoxisene ngokuholela komingan	Yedo	Cha	Ihlasimende iyumile inqubo yokulandela (ukusakhetela ekhay)	Yedo	Cha	
Umphawula kweisebenzi sezempi ngalocho esikubonile uhebo lokulandela:									
Igishesa yesisebenzi sezempi:									
Igishesa yesisebenzi (imvume yokulandela):									
UMPHUMELA OPHIKISANAYO									
Umphawula kweisebenzi sezempi ngalocho esikubonile uhebo lokulandela:									
Ito skhalazakze ngayo kathlu kanye nokulaweha kwayo:									
Kuxoxisene ngokudulula isimo se-HIV	Yedo	Cha	Kuxoxisene ngosizo	Yedo	Cha	Kuxoxisene ngezinthele zesikhathi esifushane	Yedo	Cha	
Kuxoxisene ngocansi oluphephile	Yedo	Cha	Umbukalo wokuholela	Yedo	Cha	Ibeni lampaphetke amakhondumu aktishwe			
Usuku tokulawasha okulandela kanye nokuholwa kwe-ELISA:									
Umphawula kweisebenzi sezempi ngalocho esikubonile:									
UKUDLULISELWA EZIKHUNGWEI ZEZEMPILO NOKUXHUNYANISWA KWAMAKHASIMENDE NOSIZO LOKWELASHWA									
Ukufulusa mayelana ne-HIV	Yedo	Cha	Usuku lokuvakashela emtholampiko:	Opsha phansi ukuvakasha:					
Mayelana ne-TB	Yedo	Cha	Usuku lokuvakashela emtholampiko:	Usuku lokuupa i-Rx:			Umuntu okuhulunye naye (igama):		
Mayelana nama-STI	Yedo	Cha	Usuku lokuvakashela emtholampiko:	Opsha phansi ukuvakasha:			Usuku lokuupa i-Rx		
Mayelana ne-PMTC	Yedo	Cha	Usuku lokuvakashela emtholampiko:	Opsha phansi ukuvakasha:					
Mayelana ne-FP	Yedo	Cha	Usuku lokuvakashela emtholampiko:	I-FP iholakele:	Yedo	Cha	Uma Ingatholakalanga, isizathu:		
Mayelana ne-VMC	Yedo	Cha	Usuku lokuvakashela emtholampiko:	Usuku okwenzive ngalo i-VMMC:			Usuku lokuvakasha kolundela:		

Isithasiselo 14: Isibonelo se z-card

Human Immunodeficiency
(immune system weakened)

Virus (a tiny germ)

The virus that causes HIV infection and attacks the immune system.

Acquired Immune Deficiency Syndrome

When your immune system is so damaged from HIV that the body gets severe illnesses (stage 4)

THERE IS EFFECTIVE TREATMENT FOR HIV CALLED ARV (ANTIRETROVIRAL) TREATMENT, SO KNOW YOUR STATUS. GET TESTED ONCE A YEAR - IT'S FREE AT YOUR LOCAL CLINIC.

CITY OF CAPE TOWN ISIEKKO SASAKAPA STAD KAAPSTAD

HIV: TESTING

HEALTH DEPARTMENT

WHAT HAPPENS WHEN YOU HAVE AN HIV TEST AT THE CLINIC?

- Sometimes from mother to child during pregnancy and breast-feeding (if the mother is taking antiretroviral treatment that is working well then the virus is unlikely to spread; the baby will also be given treatment to stop HIV spreading.)
- An HIV test will be done on blood taken from a finger prick
- You will be given the result about 15 minutes later



WHAT IF THE TEST IS POSITIVE FOR HIV?

- A positive result means that you have HIV
- You may react with shock, anger, fear and guilt, which is normal
- But by taking the test you have taken the first step to getting treatment for HIV



HIV IS NOT PASSED ON BY:

- Shaking hands, hugging, kissing, sneezing, coughing or crying
- Working or living with someone who is HIV positive (e.g. sharing phones, seats, clothes or towels)
- Eating food prepared by someone with HIV or sharing utensils such as cups, plates and knives
- Using swimming pools, baths or public toilets
- Insect bites



WHAT IF THE TEST IS NEGATIVE FOR HIV?

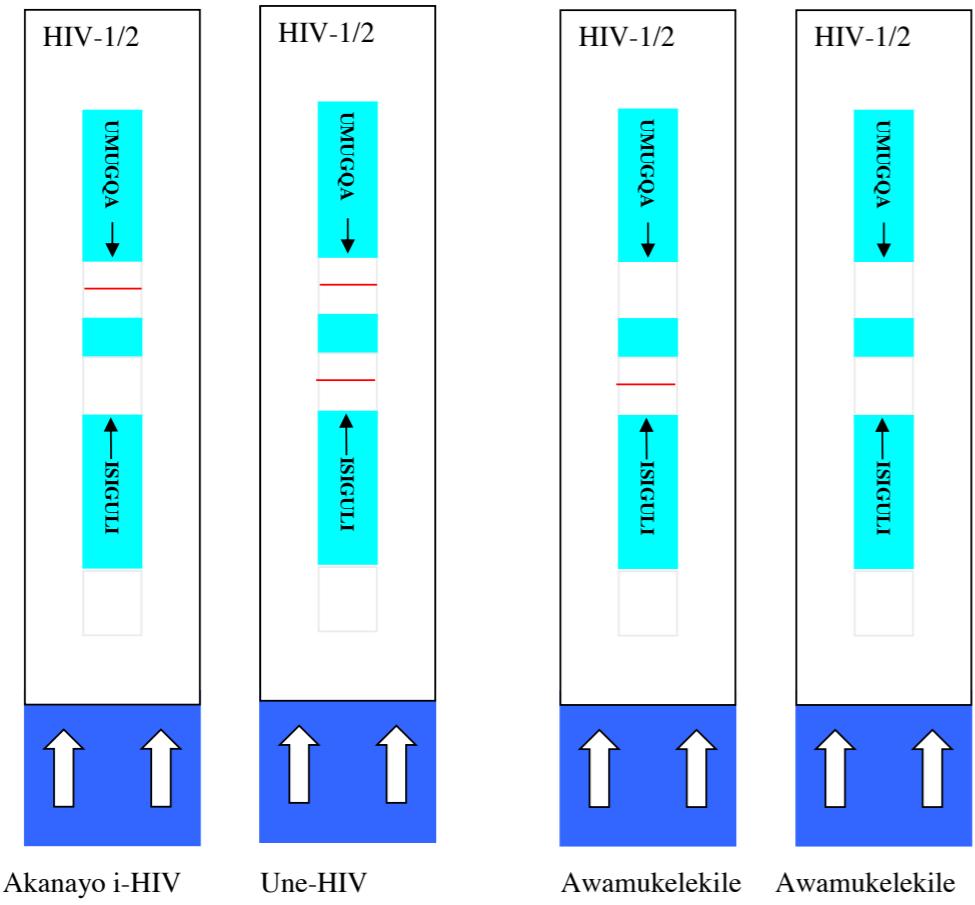
- This means that the test does not show any HIV in your blood. (If you have put yourself at risk in the last 6 weeks, you may be in the 'window period' where the HIV is too early to show in the test; in this case you will be told to have a repeat test after 6 weeks.)
- If you are negative make sure you discuss what you can do to protect yourself from HIV and stay negative

HIV CARE OFFERED BY LOCAL CLINICS

- An assessment of how far the HIV infection has progressed (stage 1-4 [AIDS])
- A CD4 count (a blood test that measures the strength of your immune system)



Isithasiselo 15: Ukuhunyushwa kwemiphumela yokuhlolela i-HIV ngokushesha



Isithasiselo 16: Ukuqoqwa kwasikhwehlela ngokuphepha

1. **Ngaphambi kokuqoqa isikhwehlela**, qinisekisa ukuthi ujeke wesikhwehlela unanyathiselwe ilebula enemininingo efanelekile. Kumele ngaso sonke isikhathi ilebula inanyathiselwe kujeke uqobo lwawo, hhayi esivalweni sawo ngoba kungenzeka ziphambane izivalo.
 - Kusemqoka ukunanyathiselwa kwamalebula anemininingo yamasampula esikhwehlela eqondile ngoba lokho kuzokonga isikhathi futhi kugweme namaphutha. Namathisela kujeke ilebula enemininingwane ecacile equkethe lokhu:
 - Igama lesikhungo sokuhlolela i-HIV
 - Igama lekhasimende
 - Inombolo yokuhlonza ikhasimende engafani nezinye (isib. inombolo yekhasimende/ibkhodi)
 - Usuku okuqoqwe ngalo isikhwehlela
 - Kuveze ukuthi isikhwehlela ngesomuntu okusolakala sengathi une-TB
2. **Ukuqoqwa kwasikhwehlela**
 - Kusemqoka ukuba ukuqoqwa kwasikhwehlela kwenzelwe endlini lapho kungena khona kahle umoya noma ngaphandle kwendlu, kodwa lokhu kumele kube yindawo engasese (lapho lingake libonwe ngabanye abanye ikhasimende). Kumele ube seduzane nekhasimende ngenkathi likhipha isikhwehlela ukuze ubheke ukuthi lokho likwenza ngendlela efanelekile, kodwa akumele ume phambi kwalo. Kumele ugqoke amagilavu. Lichazele kahle futhi ngokucophelela izinyathelo okumele lizilandele ikhasimende:
 - Licele ikhasimende ukuba ligeze umlomo walo ngamanzi.
 - Litsheli ukuthi kumele licophelele kakhulu futhi liqondise isikhwehlela kujeke wesikhwehlela ukuze lingangcolisi ingxenye kajeke engaphandle.
 - Nikeza ikhasimende ujeke wesikhwehlela emva kokususa isivalo sawo.
 - Libonise ukuthi lidonse isikhwehlela sisuka ekujulenli kwesifuba, ngokuthi liqale ngokudonsa umoya kakhulu. Ukuqoqa isikhwehlela esizingeni eliphezulu esiphuma esifubeni, futhi esiwumthamo owanele, kukhuphula amathuba okuba kutholakale kahle uma umuntu ene-TB.
 - Kumele ume ngomumo, ulungele ukuvala ujeke ngokushesha emva kokuba ikhasimende selikhiqize isikhwehlela lasifaka kujeke.
 - Uma isikhwehlela sesifakiwe kujeke, wuvale ngci ngokuthi ucindezele isivalo sawo uze uwze umsinjwana oqinisekisa ukuthi ujeke usuvaleke ngokuphelele.
 - Khumula amagilavu bese ugeza izandla zakho emva kokuba kade uphetha ujeke onesikhwehlela.

Isithasiselo 17: Isibonelo sencwadi yokudluliswa kwekhasimende

Relevant logos

Igama le-NPO
Ikheli
Ucingo:

INCWADI YOKUDLULISWA KWEKHASIMENDE

Iqondiswe ku: Sista/Dkt Ophethe e- _____
Uyacelwa ukuba uhlizenze ihasimende elilandelayo ngosizo:

Igama lekhasimende kanye nesibongo: _____
Iminyaka yobudala_____

Ubude: _____ Isisindo: _____ I-BMI: _____

Leli khasimende lihlinzekwe ngezinsizakalo zokuhlolela lokhu okulandelayo, yithimba lethu lokuhlolela i-HIV elisebenzela ngaphakathi emphakathini. Imiphumela yokuhlolwa ime kanje:

- Ukuhlolela i-HIV ngokushesa: Umphumela: _____ (ukuhlolwa kokuhlunga)

(ukuhlolwa kokuqinisekisa)
- Umphumela wokuhlolwa kwesilinganiso se-CD4: _____ Ufanelekile ukuthola i-ART:
yebo/cha Isizathu: _____
- Ukuhlolela ushukela wegazi:
Umphumela: _____
- Ukuhlolela ukukhulelwa:
Umphumela: _____
- Ukuhlela umndeni:
Izidingo: _____
- Ukuhlolela ama-STI: Uphawu:

- Ukuhlolela i-TB: Umphumela:

- Umfutho wegazi: Umphumela:

- VMMC: _____
- PMTCT: _____

Incazeloyezinto eziphawuliwe:

Ikhasiende elibhalwe ngenhla ngilidlulisa ezandleni zakho ukuze lithole ukunakekelwa kanye/noma ukwelashwa okufanelekile.

Igama: _____ Isiginesha: _____
Isikhundla: _____ Usuku: _____

Isithasiselo 18: Isibonelo senqubo yangaphakathi yokuhlola ikhono nobunyoninco babasebenzi

Inhoso: Ukubheka nokuhlola ngqo abasebenzi abaqeveshiwe ngenkathi benza inqubo yokuhloela i-HIV ngokushesha, futhi emva kwalokho bahumushe imiphumela yokuhlolwa ukuze kubhekwe futhi kuhlolwe ikhono labo lokwenza kahle umsebenzi wokuhloela i-HIV ngokushesha.

Izindima: Ngokwezinhoso zalesi sibonelo;

- Ababambiqhaza ngabasebenzi okuhlolwa ikhono labo lokwenza umsebenzi wabo ngobunyoninco.
- Umqeveshi ngumlawuli ozobheka futhi ahlole ikhono labasebenzi lokwenza umsebenzi ngobunyoninco.

Izinsizazidiso ezizodingeka ngenkathi kuhlolwa ubunyoninco babasebenzi:

- Isiquathi okulahlwa kusona izinto ezicijile nezibukhalu (okuzolahlu kusona ama-capillary tubes).
- Ama-linen saver (ukuhlolwa okupathelene nokulawula ukutheleleka nokusabalala kwezifo kwenzelwa kwi-linen saver elahlwayo emva kokuhlolwa).
- Izikhwama ezibomvu zokulahla imfucuza enobungozi (okuzolahlu kuzona zonke izinsizazidiso ezingacijile).
- Amapeni (okuzobhalwa ngawo imininingwane yamalebulu amathuluzi okuhlola kanye nokuqophaphansi imiphumela).
- Umshini wokukala isikhathi (ukuqinisekisa ukuthi ukuhlolwa kuqhutshwa ngokulandela isikhathi esibekwe ngumkhiqizi wamathuluzi okuhlola).
- Itemometha (ukuqinisekisa ukuthi ukuhlolwa kuqhutshwa ngaphansi kwezingakushisa elinconywe ngumkhiqizi wamathuluzi okuhlola).
- Amathuluzi okuhlolela i-HIV ngokushesha (Amathuluzi okuhlola amane; okuhlola okuzokwenziwa ngakubili).
- Ama-capillary tubes (ukuhlolwa nokubhekwa kwendlela okusetshenziswa ngayo i-capillary tube kuyingxenye yokuhlolwa kobunyoninco babasebenzi futhi esikhathini esiningi lena ngenye yezindima okumele bakhuphule amasokisi kuzona abasebenzi).
- Amagilavu.
- Ama-markers.
- 2 x ama-vials (amabhodlela) aqukethe amasampula eseramu (ahlukaniswe ngokwemibala ehlukahlukene). Ngumqeveshi kuphela owaziyo ukuthi yimuphi umbala oqondene neseramu ene-HIV futhi yimuphi umbala oqondene neseramu engenayo i-HIV, ababambiqhaza abanalo ulwazi

olupathelene nalokhu. Okuwuhlelo lapho lowo ohlola ubunyoninco babasebenzi enolwazi lwemiphumela yeseramu ezohlolwa ngabasebenzi, kodwa ngakolunye uhlangothi abasebenzi bona bengenalo lolo lwazi.

Indlela ezolandewa:

Umqeveshi ulungisa amabhodlela eseramu ukuze ababambiqhaza bakwazi ukubona umehluko phakathi kwamabhodlela ngokwemibala yavo. Ababambiqhaza abanalo ulwazi lokuthi iyiphi iseramu ene-HIV futhi abazi ukuthi iyiphi iseramu engenayo i-HIV. Ababambiqhaza kudingeka ukuba benze izinqubo ezimbili zokuhlolela i-HIV ngokuhlola iseramu ngayinye, belandela imihlahlandlela yomkhiqizi wamathuluzi okuhlolela i-HIV ngokushesha. Laba babambiqhaza kumele basho ngaphambi kokuqlisa inqubo yokuhlolwa uma bebona amahlule kwiseramu, noma uma bezwa iphunga elibi noma bebona sengathi umbala weseramu usuguqukile, ungfani nombala ojwayelekile. Uma kwenzeka okunye kwalokhu, kumele ilahlwe leyo seramu.

Umqeveshi kumele akubhekisise ngqo konke lokho okwenziwa ngumbambiqhaza ngenhoso yokuhlola ukuthi:

- Umbambiqhaza uyayilandela yini inqubo nezinyathelo ezifanelekile zokulawula ukutheleleka nokusabalala kwezifo, isib. abheke ukuthi uyawasebenzia yini amagilavu, akazithinti yini ebusweni ngesandla ngenkathi egqoke amagilavu, uwalahla ngendlela efanele yini am-capillary tubes, njll.
- Ubhala imininingwane ngendlela efanele kumalebulu ananyathisela kwimicwana yokuhlola (test strips).
- Uwuphatha ngendlela efanele umcwana wokuhlola, isib. akumele athintathinte i-sample pad ngokweqile futhi umcwana kumele ubekwe endaweni eqondile noma eyisicaba.
- Uzisebenzise ngendlela efanele zonke izinsizazidiso, isib. uyisebenzisa kahle yini i-capillary tube nokuthi i-linen saver yendlalwe ngasohlangothini olufanelekile.
- Uconsisele umthamo weseramu owanele kumcwana wokuhlola, isib. umthamo weseramu osetshenzisiwe uhambisana nemiyalelo yomkhiqizi wamathuluzi okuhlola.
- Imiphumela uyiqophe phansi ngesikhathi esifanelekile (akayiqophanga ngaphambi kwsikhathi esifanele futhi akayiqophanga sekwedlule isikhathi esifanele).
- Uyiqophe ngendlela efanelekile imiphumela, isib. ingabe imiphumela eqoshiwe ifana nciamashi nemiphumela evezwe wukuhlolwa kweseramu okwenziwe.
- Uma kukhona amaphutha enzekile, umbambiqhaza uzithathile yini izinyathelo ezifanelekile zokulungisa lawo maputha.

Isithasiselo 18 siyaqhubeke

Umqequeshi akumele neze ababonise ababambiqhaza ukuthi kumele benzeni ngenkathi kwenziwa inqubo yokuhlolola ubunyoninco babasebenzi.

Umqequeshi angasebenzisa amathebula alandelayo ukuhlola ababambiqhaza.

	Igama lethuluzi lokuhlolola	Umphumela wesibili	Une-HIV  	Akanayo i-HIV  	
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<u>Izinto okumele ziqashelwe</u>	<u>Umphumela (kokelezela umphumela ofanelekile) Unekhono nobunyoninco (P) / Akanalo ikhono nobunyoninco (NP)</u>
Ukulandelwa kwenqubo yokulawula ukutheleka nokusabalala kwezifo	P / NP
Ukubhalwa kwemininingwane nokunanyathisela kwamalebulu ngendlela efanele	P / NP
Ukupathwa komcwana wokuhlolola	P / NP
Ukubekwa komcwana endaweni eqondile futhi eyisicaba	P / NP
Unenkinga mayelana nokusebenzisa i-capillary tube	P / NP
Umthamo wesaramu econsiseliwe	P / NP
Ukufundwa kwemiphumela ngaphambi kwesikhathi esifanelekile	P / NP
Ukuqoshwa kwemiphumela ngendlela efanele	P / NP
Ukuthathwa kwesinyathelo sokulungisa isimo uma kukhona iphutha elenzekile (uma likhona)	P / NP / N/A

Umbala wesampula	Uhlobo lokuhlolwa		Ukuhunyushwa komphumela	Ubuyekezwe ngu
		Umphumela wokuqala	Une-HIV   Akanayo i-HIV  	
		Umphumela wesibili	Une-HIV   Akanayo i-HIV  	
		Umphumela wokuqala	Une-HIV   Akanayo i-HIV  	

Umphumela:

Ukuhlolwa kombambiqhaza kuzobonisa ukuthi unabo noma akanabo ubunyoninco bokwenza inqubo yokuhlolela i-HIV. Umbambiqhaza uzothathwa njengomuntu ongenabo ubunyoninco uma ebhale phansi imiphumela yokuhlolela i-HIV ephaphalazayo futhi engelona neze iqiniso noma uma umqequeshi ebona nanoma yiliphi iphutha ngenkathi kuqhutshwa inqubo yokuhlolela i-HIV.

Inqubo ezolandelwa ukuqhubekele phambili:

Ababambiqhaza okutholakale ukuthi banobunyoninco bangaqhubeke nomsebenzi wabo wokuhlinzeka ngezinsizakalo zokuhlolela i-HIV emphakathini.

Ababambiqhaza okutholakale ukuthi abanabo ubunyoninco kudingeka ukuba bahlinzekwe ngokuqequesha okwengeziwe bese emva kwalokho behlolwa kabusha. Isigcawu sokuhlolwa kabusha singafaka phakathi nesethulo esinemifanekiso ebonisa ukabaluleka, inqubo kanye nendlela yokuhlolela i-HIV ngokushesha kanye nomboniso obonakala ngamehlo okhombisa ngokucacile ukuthi kwenziwa kanjani ukuhlolela i-HIV ngokushesha kusetshenziswa iseramu. Ababambiqhaza kumele banikezwe ithuba lokuphinda futhi bahlolwe okwesibili ukuthi banalo yini ikhono nobunyoninco bokuhlinzeka ngezinsizakalo zokuhlolela i-HIV. Uma bephumelelile ekuhlolweni kwabo, bangaqhubeke nokuhlinzeka ngezinsizakalo zokuhlolela i-HIV emphakathini.

Kumele umqequeshi ahlanganise **umbiko wokugcina** bese ewuthumela kubona bonke abasebenzi abafanelekile.

Isithasiselo 19: Isibonelo se-log sheet yokuqophapha izingakushisa ngesandla

I-control log yezingakushisa

- Qopho izingakushisa kuleyo ndawo lapho kugcinwe khona amathuluzi okuhlolra (efrijini) njalo **ekusen nantambama**.
 - Qinisekisa ukuthi izingakushisa liphakathi kuka 2 - 27°C.
 - Uma izingakushisa lingaphezulu noma lingaphansi kwalobu bubanzi, bikela umphathi wakho ngokushesha.
Qinisekisa ukuthi isebenza kahle ifriji futhi isilawuli sezingakushisa sibekwe kwizingakushisa elamu kelekile.

Isithasiselo 20: Isibonelo seshadi lokulawula izingakushisa egunjini ngendlela efanele

Isithasiselo 21: Ifomu lesitokwe esi-odwa nyanqa zonke

Isizinda:

Inyangas:

Insizasidingo	Izinga lesitokwe esidingekayo*	Isitokwe esikhona esigciniwe	Inani lesitokwe esi-odiwe	Usuku lokubalwa kwesitokwe	Usuku loku-odwa kwesitokwe	Usuku esikhishwe ngalo	Usuku esifike ngalo	Isitokwe esingakadiliiwaa
Amaphakethe amathuluzi okuholela i-HIV ngokushesha (100 ebhokisini ngalinye)	8							
I-Chase buffer (amabholdele)	8							
Amathuluzi okuqinisekisa uphumela wokuholela i-HIV ngokushesha (100 ebhokisini ngalinye)	1							
Ama-Capillary tubes 100 ngombobhobho ngamunye	9							
Ama-lancets 200 ebhokisini ngalinye	5							
Ama-butterfly needles (amaqowana okuqoqa igazi evacutainer) - inaliti ngayinye	20							
Imibohbo yokuqoqa igazi	20							
5ml imijovo	20							
Imicu yekholesteroli 25 ebhokisini ngalinye	8							
Imicu yokuhola ushukela wegazi 25 ebhokisini ngalinye	30							
Irejista ye-HTS	4							
Amafomu okucela ukuhlolwa kwamasampula elabholethri	1							
Izincwajana zokucela ukuholela i-TB	3							
Amafomu amarekhodi e-HTS amakhasimende	750							
Amafomu okwelulekwa okuqhubeckay	50							
Amabholdeila esikhwehlela (x100)	1							
Ifomu lokuholela i-TB	100							
Amakhondomu abesilisa (amaphakethe)	1000							
Amakhondomu abesifazane (amaphakethe)	250							
Amabhakhodi	750							
Amathempulethi encwadi yokudlulisa ikhasimende	450							

* Izilinganiso zisuselwe ekuhlolweni kwe-HIV okungama-500 ngenyanga

Amanothi:

Izinsizazidinqo zi-odwe nqu:

|sigineshā:

Zidiliwo, now:

Iciginoche:

Zemblaška nov.

Isithasiselo 22: Isibonelo serejista yokulawula isitokwe sezinsizakuhlola ze-HIV

**Isithasiselo 23: Imihlahlandlela yezinyathelo zokulungisa isimo ngenhlos
yokuqinisekisa ukuthi amathuluzi okuhlolola i-HIV ngokushesha asebenza kahle
futhi akhipha imiphumela efanele**

Inkinga	Imbangela	Isinyathelo esithathiwe
Awukho umugqa wokulawula (control line)	Lilimele ithuluzi lokuhlolola	Phinda ukuhlola usebenzisa ithuluzi elisha kanye nesampula elisha.
	Ayilandelwanga inqubo efanelekile	Landela isinyathelo ngasinye se-SOP ukuhlola iseramu/i-plasma/igazi eliphelele.
		Phinda futhi ubheke umthamo we-buffer kanye/noma wesampula eholwayo.
		Linda kuze kufike isikhathi esifanelekile ngaphambi kokufunda imiphumela yokuhlolola.
	Ithuluzi lokuhlolola seliphelelw yisikhathi esibekiwe noma aligcinwanga ngendlela efanele	Bheka usuku lokuphela kwesikhathi esibekelwe ukusebenza kwethuluzi.
		Ungalisebenzisi ithuluzi uma sesiphelele isikhathi esibekelwe ukusebenza kwalo.
		Bheka amarekhodi ezingakushisa lendawo okugcinwe kuyona amathuluzi kanye namazingakushisa endawo okuhlolola kuyona.
	Kungenzeka kube nenkinga mayelana nalelo bhokisi lamathuluzi okuhlolola	Uma ithuluzi likhipha imiphumela ephindaphindekile ebonisa ukungasebenzi kahle, sebenzisa ithuluzi eliphuma ebokisini elihlukile.
	Sesidlulile isikhathi sokufakama nokuzifihla kwegciwane emzimbeni	Hlola kabusha usebenzisa ithuluzi elisha bese ufunda imiphumela ngesikhathi esibekiwe.
Ithuluzi libonisa ukuthi isampula line-HIV ngaphansi komugqa wokulawula, okumele ubonise ukuthi isampula alinayo i-HIV, okungukuthi umphumela uyaphaphalaza futhi uyiphutha njengoba ubonisa ukuthi isampula line-HIV	Ithuluzi lokuhlolola seliphelelw yisikhathi esibekiwe noma aligcinwanga ngendlela efanelekile	Bheka usuku lokuphela kwesikhathi sokusebenza kwethuluzi bese uphinda ukuhlolwa usebenzisa isampula elisha futhi elisesimweni esifanelekile.
	Ukuhlolwa kwensiwe ngaphansi kwezingakushisa eliphakeme kakhulu	Bheka amagama ananyathiselwe kwithuluzi lokuhlolola ukuze ubone isilinganiso sezingakushisa elifanelekile futhi ukuze ukwazi ukubona ukuthi izingakushisa legumbi okugcinwe kulona amathuluzi alikho yini ngaphezu komkhawulo ophezulu obekiwe.
	Ukulawulwa okungcolisekile noma okwehlelw yizinga	Qinisekisa ukuthi alingcolisekile isampula, ubheke izimpawu zokwehla

		kwezinga lesampula futhi uphinda ukuhlolwa usebenzisa isampula elisebhodleleni elihlukile noma elisebhodleleni elisha.
Kutholakala umphumela ophindaphindekile ophaphalazayo futhi oyiphutha obonisa ukuthi isampula line-HIV	Ungathatha ngokuthi ibhokisi lamathuluzi aliphumelelanga ekuhlolweni kokuqinisekisa ikhwalithi	Zama ukuhlonza nokuthola imbangela, bese uphinda ukuhlolwa usebenzisa ibhokisi lokuhlolola elihlukile noma elisha.
Ithuluzi libonisa ukuthi isampula alinayo i-HIV ngaphansi komugqa wokulawula, okumele ubonise ukuthi isampula line-HIV, okungukuthi umphumela uyaphaphalaza futhi uyiphutha njengoba ubonisa ukuthi isampula alinayo i-HIV	Sincishisiwe isikhathi sokufakama nokuzifihla kwegciwane emzimbeni	Hlola kabusha usebenzisa ithuluzi elisha bese ufunda imiphumela ngesikhathi esibekiwe.
Umthamo organele wesampula noma we-buffer	Umthamo organele wesampula noma we-buffer	Hlola kabusha futhi usebenzise umthamo ofanelekile wesampula kanye/noma we-buffer.
Ithuluzi lokuhlolola seliphelelw yisikhathi esibekiwe noma aligcinwanga ngendlela efanelekile	Bheka usuku lokuphela kwesikhathi sokusebenza kwethuluzi futhi usebenzise ithuluzi lokuhlolola elisha.	Bheka usuku lokuphela kwesikhathi sokusebenza kwethuluzi futhi usebenzise ithuluzi lokuhlolola elisha.
Kutholakala umphumela ophindaphindekile ophaphalazayo futhi oyiphutha obonisa ukuthi isampula alinayo i-HIV	Ungathatha ngokuthi kunenkinga mayelana nalelo bhokisi lamathuluzi okuhlolola	Zama ukuhlonza nokuthola imbangela, bese uphinda ukuhlolwa usebenzisa ibhokisi lokuhlolola elihlukile noma elisha.
Umugqa wokulawula obonakala kalufifi kakhulu	Kungenzeka umugqa wokulawula ugqame kakhulu noma ungaggami kakhulu	Asikho isinyathelo esidingekayo. Noma yimuphi umugqa obonakalayo uwubufakazi bokuthi ukuhlolwa kwenzeke ngempumelelo.

Isithasiselo 24: Isibonelo se-SOP yokulinyazwa yinaliti yomjovo ngephutha

I-SOP – YOKULINYAZWA YINALITI

YOMJOVO NGEPHUTHA

- Qinisekisa ukuthi unekhava yomshwalense we-HIV.
 - Qinisekisa ukuthi uyazi ukuthi lutholakala kuphi usizo lokugomela ukutheleleka nge-HIV ngephutha (PEP).

Uma uzihlabe ngenaliti yomjovo ngephutha kumele ulandele lezi zinyathelo ezilandelayo:

- Gezisia indawo ehlabekile ngensipho namanzi.
 - Bikela iSikhulu Sezempilo Nokuphepha ngokushesha.
 - ISikhulu Sezempilo Nokuphepha kumele senze amalungiselelo okuthumela umuntu olimele oPhikweni Lwezempiro Lwesikhungo (CHS).
 - Uma kunokwenzeka, thola isampula legazi lekhasimende (\pm 2ml) emva kokucela imvume kulona ngendlela efanelekile futhi uthole neminingwane yekhasimende.
 - Neyakho isampula yegazi izothathwa e-CHS.
 - Uzohlinzekwa ngokwelulekwa kwengqondo ngaphambi kokuba amasampula egazi lakho nawekhasimende athunyelwe elabholethri ukuze ahlolelw i-HIV ne-Hepatitis B.
 - Ngokubheka izinga lobungozi bokulimala kanye nesimo se-HIV sekhasimende, kuzothathwa isinqumo mayelana nokuthi kumele udle imishanguzo yokuvimbela ukutheleleka nge-HIV noma cha.
Kumele uqale ukudla imishanguzo yokuvimbela ukutheleleka nge-HIV kungakapheli amahora amane (hhayi ngaphezu kwalokho) emva kwasigameko sokuzihlaba ngenaliti ngephutha.
 - ISikhulu Sezempilo Nokuphepha kumele sibikele inkampani yomshwalense ngalesi sigameko kungakapheli amahora angama-24. Futhi emva kwalokho inkampani yomshwalense izothumela amafomu afanelekile okumele agcwaliswe.
 - Ama-akhawunti ezindleko, ahambisana nenombolo yesicelo sokukhokhelwa (claim number) azothunyelwa ngqo enkampanini yomshwalense.
 - ISikhulu Sezempilo Nokuphepha sizogcwalisa ifomu lokubika isigameko sokulimala ngephutha ngenkathi kuhlinzekwa ngosizo lwezempiro nokwelapha.

(Zitholele **uMNGANI (BUDDY)** emsebenzini ongaxoxa naye uma kwenzeka uvelelwa yisehlakalo esinjengalesi.)

Isithasiselo 25: Isitatimende sase-Singapore

Isitatimende sase-Singapore Sobuqotho Kwezocwaningo

Isendlalelo. Ukubaluleka kanye nemihlomulo yocwaningo kuncike kakhulu kubuqotho bocwaningo. Njengoba kukhona umehluko ngokwemikhakha nezimo kwindlela oluhlelwa ngayo futhi luqutshwe ngayo ucwaningo, kukhona futhi nemigomo nezibopho zomsebenzi eziyisisekelo sobuqotho bocwaningo noma kuphi lapho lwensiwa khona.

IMIGOMO

Ubuqotho kukho konke okupathelene nocwaningo

Ukuphendula ngendlela efanelekile ekuqhutshweni kocwaningo

Ubumnene nokungachemiekusebenzeni nabanye abantu

Ukuphathwa okuhle kocwaningo egameni labanye abantu

IZIBOPHO

1. Ubuqotho: Abacwaningi kumele baqinisekise ukwethembeka kocwaningo lwabo.

2. *Ukuthotshelwa Kwemithethonqubo*: Abacwaningi kumele bayazi futhi bayithobele imithethonqubo kanye nezinqubo ezihlobene nocwaningo.

3. Izindlela Zocwaningo: Abacwaningi kumele basebenzise izindlela zocwaningo ezifanelekile, imicabango abafinylele kuyona bayisusele ekuhlaziyeni koubufakazi ngendlela ejulile futhi babike lokho abakutholile oocwaningweni iwbwo kanye nezihumusho zabo ngokuphelele, ngokweqiniso futhi ngendlela engachemile.

4. Amarekhodi Ocwaningo: Abacwaningi kumele bagcine amarekhodi acacile futhi anolwazi olunembayo kulona lonke uwaningo lwabo ngendlela ezovumela abanye ukuba bakwazi ukuhloha ubuqiniso bocwaningo futhi baluphindaphinde.

5. Izinto Ezitholwe Wucwaningo: Abacwaningi kumele babelane ngemininingo kanye nezinto abazitholile ocwaningweni lwabo, ngendlela evulekile futhi ngokushesha emva kokuthola ithuba lokuqiniseksa ubunikazi.

6. Ububhali: Abacwaningi kumele bathwale isibopho sazo zonke izinto abazibhalile eziyingtonye yayo yonke imibhalo eshicleliwe, icizelo zokuhwaswa ngezimali, imibiko kanye nazo zonke izethulo zocwaningi lwabo. Izinhlu zababahili kumele zibandakanye bonke labo (bona bodwa) abakwazile ukuhlangabezana nemioomo yobubhali feaneleleki.

7. Ukuveza Nokubonga Imbihalo Esetshenzisive Ocwaningweni:
Abacwaningi kumele badalule embihalweni yabo amagama kanye nezindima zabaloo abafake isanda esinholnze ocwaningweni lwabo kubandakanya ababali, abaxhasi, kanye nabanye abalekelelile, kepha abangahlangabezan nomomo wobuhali.

8. Ukuveyekeza Kontanga: Abacwaningi kumele bahlinzeke ngokuhlolwa nokuhlaziya komsebenzi wabanye abantu ngendlela enohlonze, engachemile, nokuvesha futhi bahlionge ubumfibo.

9. *Ukungqubuzana Kwezimfuno:* Abacwaningi kumele badalue ukungqubuzana kwezimfuno okupathelene nezimali nokunye, okungaphazamisa ukwethembeka kombesenzi wabo mayelana neziphakamiso zocwaningo, izintshicilelo kanye nokuxhumana nomphakathi kanjalo futhi nakuyo yonke imisebenzi yokubuyivekeza.

10. *Ukuxhumana nomphakathi:* Abacwaningi kumele baqinisekise ukuthi ukuphawula kwabo okupathelene nomsebenzi wabo akuduleli ngaphandle kwendima nomkhakha wabo, lapho bengochwepheshe khona, ngenkathi bephawula ezingxoxweni zomphakathi mayelana nokuselthenziswa kanye nokubaleka kwezinto ezitholakale ocwanningweni futhi kumele bahlukanise ngokucacile phakathi kokuphawula kwabo ngokumsebenzi wabo kanye nokuphawula okupathelene nemibono nemicabango yabo njengabantu abaphila emphakathini.

11. Ubukira Izendo Zokungaziphathi Kahle Kwezocwaningo:
Abacanwingi kumele babikele iziphatimandla ezifanelekle mayelana nanoma yisipyi isenzo sokungaziphathi kahle kwezocwaningo, ukubala umsebenzi ongelonla iqiniso, ukumbara amanga, ukukopela, kanye nezinye izenzo zokungaziphathi ngendlela efanelekle kwezocwaningo eziphamarisa ukwethembika kocwaningo, ezinjengobudedengu, ukuhilizka uluhlu lwababihla ngendlela engafanale, ukuhuleke, ukubikila imininingo engqubuzanayo, noma ukusebenzia izindlela zokuhiazyi ezidukisayo.

12. Ukuhatha Izinyathelo Ezifanelelele Zokulwisanwa Nezenzo

Zokungaziphathi Kahle Kwezocwaningo: Izhungo zocwaningo kanye namaphendabha aqukehe izindaba zocwaningo (journals), izinhlangoan zobuchwephesi kanye nama-ejensi azibophezele kwezocwaningo, kumele babe nezinquo zokubekana ngo neziniso zokungaziphathi kahle kwezocwaningo kanye nezinye Izenzo eziphambene neinquubo elungileyo yokwenza ucwaningo futhi babe nezinquo zokuvikela labo ababika Izenzo ezinjalo ngoba benesifiso sokuquinisekisa ukuthi ucwaningo Iwenziwa ngokulandela iquinquo ezelungileyo. Uma seziqinisekisiwe Izenzo zokungaziphathi kahle kwezocwaningo, kumele kuthathwe izinyathelo ezifanelelele ngokushesha, kubandakanya nokuquinisekisa ukuthi lyalungiswa irekhodi locwaningo.

13. Izimo Okwenzewala Kuzona Ucwanningo: Izikhungo zocwaningo kumele zakhe futhi zisimamise izimo ezikhuthaza ubuqotho ngokufundisa nokwenza inizungubomgo ecacizale kanye nokubeka amazinga afanelelekile okuhubekisela phambili ucwanningo, futhi kusenalo kuthuthukiswe izimo ezeseka ubuqotho kwezocwaningo.

14. Izinto Okumele Zibhekisisive Eziphathelene Nomphakathi:
Abacwaningi kanye nezikhungo zocwaningo kumele bazi futhi bakwamukele ukuthi banesibopho sokuquthanisa imihlomulo ezotholwepumphakathi subunzenzi chuhambicana nomshezenzi wabo.

Isitimatende sase-Singapore Subuqotho Kwezocwaningo sathuthukiswa nyengengkenye yeNgqungquthela yesibili Yobuqotho Kwezocwaningo, eyabanja mhlazingama 21-24 kntulikazi 2010, e-Singapore, njengomhahlandela womhlaba wonke wokuqhutshwa kowcwaningo ngokulandela inkambiso elungleyo. Lesi isitimatende asiwona umbhalo olawulayo futhi asimele izinqubogomo esizenthethwani zamawze kanye nezinlhanganano ezixhasiwe futhi/noma ezabamba iqhaba eNgqungqutheleni. Mayana nezinqbogomo esizenthethwani, imihlahlandela kanye nemithethenqubo ephatheleno bobuqotho kwezocwaningo, kumele kuxunywane nezinlhanganano zikazwelonolek ezzeweni ngaline. Isitimatende sitolohakala ku: www.singaporestatement.org

Isithasiselo 26 siyaqhube ka

Qaphela: Qala inyanga entsha ngayinye ekhasini elisha			Uhiolo lokwelulekwa	Iminyaka yobudala	Ubullii	Ukuholelwa i-HIV kanye nemiphumela												Ukuholelwa ukukhulelwa				
Inyanga/Unyaka:		Inombolo Yekhasi:				Uhioliwe		Ukuholelo kokuhitunga		Ukuholelo kokujinisekis a		Umphumelelwa ongacacile ELISA		Ukuholelwa kweslinganiso o se-CD4								
Usuku	Ikhodi yekhasimende	Igama lisibongo	Ngamunye	Ngababili	<15	15-24	25+	M	F	Yebo	Cha	Pos	Neg	Pos	Neg	Pos	Neg	Yebo	Cha	Pos	Neg	NA
1																						
2																						
3																						
4																						
5																						
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INANI ELIPHELELE																						
A	B	C	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
			Ngamunye	Ngababili	<15	15-25	25+	M	F	Yebo	Cha	Pos	Neg	Pos	Neg	Pos	Neg	CD4 Yebo	CD4 Cha	Ukuholelwa i-HIV	Ukuholelwa se-CD4	Ukuholelwa NA

Isithasiselo 27: Isibonelo sethuluzi locwaningo-mabhuku lwasizinda

Ucwaningo-mabhuku lwasizinda esihlinzeka ngezinsizakalo eziqhutshelwa ngaphakathi emphakathini			
Usuku locwaningo-mabhuku:			
Igama lesizinda:			
Igama lomcwaningi-mabhuku:			
Ukuholowa kwasizinda Buza le mibuzo elandelayo bese uqinisekisa izimpendulo ngokufaka uphawu ebhokisini elifanelekile.			
1. Ingabe iyalandelwa le migomo yokuvikeleka elandelayo:	Yebo	Cha	N/A
a. Ukhona unogada esizinden'i okusetshenzelwa kusona? (Njengoba lokhu kungumbandela wenkontileka)	Yebo	Cha	N/A
b. Ukhona unogada oqaphe isizinda esigumahambanendlwana? (Njengoba lokhu kungumbandela wenkontileka)	Yebo	Cha	N/A
c. Akhona amasango kuyo yonke iminyango yangaphandle endaweni okuhlinzekelwa kuyona i-HTS?	Yebo	Cha	
d. Zikhona izinsimbi emafasiteleni angaphandle zokuvimbela abagqekezi?	Yebo	Cha	
e. Ikhona i-alamu yokuvimbela abagqekezi esebezayao njengamanje?	Yebo	Cha	
2. Ingabe ikhona indawo enompeme lapho amakhasimende ezolinda khona ?	Yebo	Cha	
3. Akhona amagumbi ahlukene ukuze ukweluleka nokuhola kwenzelwe emagunjini ahlukene?	Yebo	Cha	
4. Uma kungenjalo, iyiphi inqubo esetshenziswayo?			
5. Ukulawulwa kokutheleka nokusabalala kwezifo:			
a. Ngabe ikhoba inqubo ebekiye yokulawula ukutheleka nokusabalala kwezifo?	Yebo	Cha	
b. Ingabe njengamanje avuliwe amafasitela kuwo wonke amagumbi asetshenzisewa ukweluleka amakhasimende?	Yebo	Cha	
c. Ingabe njengamanje avuliwe amafasitela endlini yangasese (esetshenziswa ngamakhasimende)?	Yebo	Cha	
d. Ingabe njengamanje avuliwe amafasitela endaweni okulindelwa kuyona?	Yebo	Cha	
e. Yiziphi ezinye izinhlelo ezikhona zokungenisa umoya (isib. Imishini yokuphephetha nokushayisa umoya, ama-extractors, njll.)			
f. Ingabe zikhona ezinye izindlela zokungenisa umoya ezisetshenziswayo njengamanje?	Yebo	Cha	N/A
g. Likhona yini njengamanje igunjana langaphandle elisetshenzisewa ukuqqqa isikhwehlela?	Yebo	Cha	
h. Uma lingekho, aqoqelwa kuphi amasampula esikhwehlela?			
6. Zikhona yini iziukathi ezanele okulahwa kuzona imfucuza yezokwelapha (isiukathi esisodwa sezinto ezicijile nezibukhalu kanye nebokisi elingagcweli?)	Yebo	Cha	
7. Ikhona yini incwajana etholakala kulesi sizinda eukethe uhlelo oluphathelene neze-HIV emsebenzini?	Yebo	Cha	
8. Iyatholakala futhi inanyathiselwe endaweni ebonakalayo yini imigomo ye-Batto Pele?	Yebo	Cha	
9. Lukhona yini uhlelo lwasizinda kanye nohlelo lokugqquqzela olutholakala njengencwadi ebhalwe phansi kulesi sizinda?	Yebo	Cha	
10. Lukhona yini ushicilelo lwakamuva lwama-SOP ezizinda ezihlinzeka nge-HTS ngaphakathi emphakathini olutholakala kalula futhi ngaso sonke isikhathi?	Yebo	Cha	
11. Ingabe endaweni lapho izobonakala khona kalula futhi ngokucacile, egunjini lokweluleka kanye nalelo okuhlolewa kulona, i-SOP ephathelene nokuhlatshwa yinaliti yomjovo ngephutha?	Yebo	Cha	
12. Ingabe litholakala kalula futhi ngaso sonke isikhathi iphaketha le-PEP elingakapelelwa yisikhathi esibekelwe ukusebenza kwalo?	Yebo	Cha	
13. Ingabe zombili izinqubo zikaZwelonke Nezezfundazwe zokuhlolewa i-TB ne-HIV zibekwe endaweni lapho zibonakala khona kalula futhi ngokucacile kuwo wonke amagumbi okweluleka nokuhola?	Yebo	Cha	
14. Ingabe atholakala kalula futhi ngaso sonke isikhathi amarejista e-HTS ezikhungweni ezizimele zodwana kanye nezikhungo ezingomahambanendlwana?	Yebo	Cha	
15. Ingabe atholakala kalula futhi ngaso sonke isikhathi amarejista okuhlela umndeni ezikhungweni ezizimele zodwana kanye nezikhungo ezingomahambanendlwana?	Yebo	Cha	N/A
16. Ingabe amarekhodi ezinsizakalo zokuhlolela i-HIV agcinwa ngendlela efanelekile kumafayela futhi lawo mafayela anamalebula abonisa ulwazi oluqondile futhi olungenamaphutha?	Yebo	Cha	

17. Ingabe amarejista e-HTS agcinwa emakhatheni akhiyiwe?	Yebo	Cha	
18. Ayasetshenziswa amaheheba amapheshana okubhalwa kuona isitokwe sempahla esetshenziswayo nyanga zonke?	Yebo	Cha	
19. Igwaliswe ngendlela efanelekile irejista yokuhlolela i-HIV ngokushesa, kubandakanya nokuqinisekisa ukubalwa kwesitokwe kanye nokuhanjelwanisa kwesitokwe esikhona nendlela esetshenziswa ngayo kulezi zinyanga ezintathu ezidule?	Yebo	Cha	
20. Ingabe amathuluzi okuhlolela i-HIV ngokushesa kanye namakhathriji e-CD4 kugcinwe endaweni epholle futhi eyomile engenawo umswakama?	Yebo	Cha	
21. Ingabe ikhona itemometha eqaphe izingakushisa lendawo okugcinwe kuyona amathuluzi okuhlolela i-HIV ngokushesa, amakhathriji e-CD4 kanye namasampula e-IQC?	Yebo	Cha	
22. Ingabe amafomu e-IQC abegcwaliswa njalo ngeviki kulezi zinyanga ezintathu ezidule?	Yebo	Cha	N/A
23. Ingabe inqubo ye-EQA iqalisiwe kule kota yonyaka?	Yebo	Cha	N/A
24. Ingabe amafomu e-EQA agcwaliswe ngendlela efanelekile, futhi ngaphandle kwamaphutha?	Yebo	Cha	N/A
25. Ingabe agcwalisive kulezi zinyanga eziyisithupha ezedule ama-log sheets ezingakushisa lamathuluzi okuhlolela i-HIV ngokushesa, amakhathriji e-CD4 kanye namasampula e-IQC?	Yebo	Cha	
27. Ingabe sikhona isitokwe esanele sezinto zokubhalela kanye nezincwajana ezisemqoka? (amarekhodi e-HTS, amaheheba okubhalwa kuona umlando wamakhasimende we-TB, amabukhwana aqukethe amafomu okucela ukuhlolela i-TB, amabukhwana aqukethe amafomu okucela ukuhlolela kwamasampula elabholethri, izincwadi zokudululisa iziguli ezikhungweni zezempiilo)	Yebo	Cha	
29. Inani labeluleki beze-HIV abasebenzela esizinden'i (kubandakanya nabasebenzi abasebenza ngaphansi kwetoho noma abangaqashiwe ngokugcweli) abaqeleshwe ngumhlinzeki wezinsizakalo zokugeqesha ogunyaziwe?			
30. Inani labeluleki beze-HIV abasebenza esizinden'i (kubandakanya nabasebenzi abasebenza ngaphansi kwetoho noma abangaqashiwe ngokugcweli) abaqeleshwe ngumhlinzeki wezinsizakalo zokugeqesha ogunyaziwe?			
31. Ingabe likhona ifayela eliquethe ukuhlolela okunayo yonke imininingwane nolwazi lwakamuva oluphathelene nendlela abasebenzi bezempilo abahlizakalo ngayo izinsizakalo (okuwukuhlolela okumele kwenzwiwe kanye ngekota)?	Yebo	Cha	
Ukuphawula okuphathelene nokuhlolela kwasizinda:			

Ukuholowa kwegumbi okwelulekelwa kulona			
Igumbi 1	Igumbi 2	Igumbi 3	Igumbi 4
1. Ingabe igumbi liyindawo engasese lapho abanye abantu bengeke babone futhi bezwe lokho okwenzekayo?			
2. Ikhona i-dildo kuleli gumbi?			
3. Akhona amakhondomu abesilisa nawabesifazane kuleli gumbi?			
4. Ikhona imibhalo nezincwadi ezifanelekile kuleli gumbi futhi ezitholakala ngolimi olufanelekile?			
5. Zikhona kuleli gumbi izintshicilelo zakamuva zamafomu okweluleka aiwavelekile?			
6. Ingabe leli gumbi lihlinzekwe ngezinsizazidingo ezanele zokuhlinzeka i-HTS? (Yebo kumibuzo 2-5)			
Ukuphawula mayelana nokuhlolela kwegumbi okwelulekelwa kulona amakhasimende:			

Isithasiselo 27 siyaqhubeke

Ukubuyekezwa kwerekhodi lezinsizakalo zokuholela i-HIV

Kusukela ngosuku outhile kwirejista vezinsizakalo ze-HTS ezingomahambanendlwana ngenyanga edule futhi usebenza ngokusuka kuolulu suku ubuya emuva, dweba irekhodi lalelo nalo rekhodi le-HTS lesibili eline-HIV uze uba tamar rekhodi amahlu e-HTS ane-HIV okumele abuyezive. Siphinde sinyathelo, kodwa-ke manje kumle usebenza amarekhodi e-HTS argenayo i-HIV. (Hola lelo nalo rekhodi le-HTS lestumi, Phrendula le mitubo elandelayo maydanya nerakhodi ngalinye i-HTS lek hasimende, ngokuthi Y (Yebo), N (Cha) nomu N/A. (Akupihalelene nalo khulu).

Mangaki amarekhodi e-HTS acingive kephaa anqatholata?	Amarakhodi e-HTS abantu abane-HIV				Amarekhodi e-HTS abantu abanganayo i-HIV				Imiphumele Eflingqewe				Ukuqinisekiswa	
	Irekodi le-HTS 1	Irekodi le-HTS 2	Irekodi le-HTS 3	Irekodi le-HTS 4	Irekodi le-HTS 5	Irekodi le-HTS 6	Irekodi le-HTS 7	Irekodi le-HTS 8	Irekodi le-HTS 9	Irekodi le-HTS 10	Yebo	Cha	NA	
1. Ingabe kuseishenziswe irekhodi le-HTS ellifanelekile tuthi okuyilonalonu?														0%
2. Ingabe imininigwane yokuxumana yekhasimende qospwiwe (ikheli kanye nemombolo yocingo)?														0%
3. Ingabe ihinzekwe imume yokuholela i-HIV?														0%
4. Ingabe kuhinzekwe ukuholowa kwestilanganiso se-CDA?														0%
5. Uma umphumele wokuholowa kothlunga ungafari nowokuholowa kohqinisekisa, ingabe idonsive igazi ELISA?														0%
6. Ingabe ikhonha irekhodi ellibonisayo ukuthi kuxoisenwe ngokunohliswa kobungoz?														0%
7. Ahlinzeke amakhondomu? (Ahepisisa nomu abesifazane)														0%
8. Ingabe zhlaiziywe zidingo zabelisisa kanye labesifazane maydanya nezivimbala-kukhuleluwa?														0%
9. Ingabe zikhona izinyathelo ezipawuluve mayenala nezidingo zezivimbala-kukhuleluwa?														0%
10. Ingabe ikhonha irekhodi lokuholowa kwekhasimende ukuthi linazo yini izimpawu ze-TB kanye nokuxlongwa ofananellekile?														0%
11. Ingabe ikhonha irekhodi lokudulselwa kwekhasimende ukutholowa nokwelasheluwa i-STI (isib. incwadi yokudulisa akasimende) lapho kufanekile?														0%
12. Ingabe kuphuthuluve ngendela efanekile yini ukuholowa kwekhasimende ukuthi linazo yini izimpawu zama-STI?														0%
13. Ingabe ikhonha irekhodi esikhungweni elizothola kusona ukuholowa nokwelasheluwa i-STI (isib. incwadi yokudulisa akasimende) lapho kufanekile?														0%
14. Ingabe ikhonha yini irekhodi ellibonisa ukuthi ikhasimende lidulselwe esikhungweni lapho lizothola khona isizo okunakeleluwa rholwelasheluwa i-HIV?														0%
15. Ingabe bukthona ubufakazi bemizamo yokuhandele ngenhlosu yonkuthola ukuthi ikhasimende ilutholle yin usizo oluphatheleni nama-STI, i-TB kanye/noma i-HIV?														0%
16. Ingabe ikhonha yini irekhodi ellibonisa ukuthi ikhasimende luvakashelle esikhungweni sezempilo ukuyothola izinsizakalo sezempilo ezihengama-STI, i-TB kanyenionoma i-HIV usiku, iqama lontholampilo, usizo oluphatheleni?														0%
17. Ingabe ukugowwa kwekhwelela kanye pokudulisele a kwekhasimende esikhungweni sezempilo ukuzi lyokwelashewa i-TB kwenzive ngaphansi kwezinsiku?														0%
18. Ingabe imininigwane ethathwe kwerekhodi le-HTS lekhasimende ifawhu kahle tuthi ngahandele kwanaphutu kwi-rejista ye-HTS?														0%

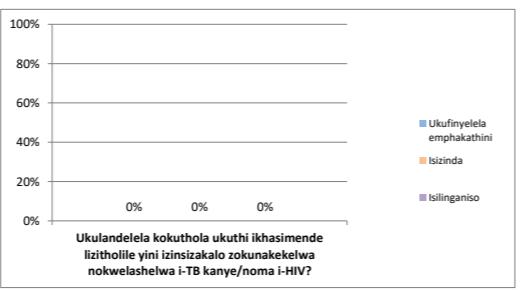
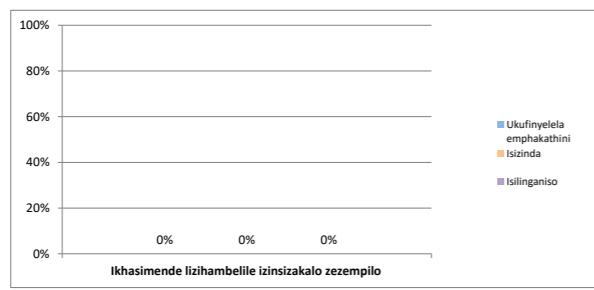
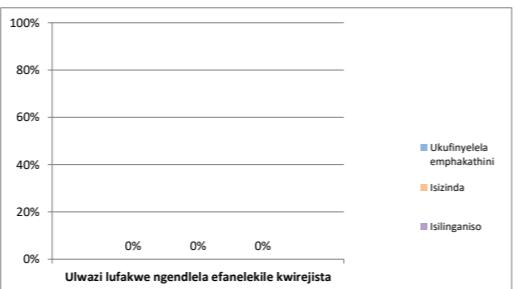
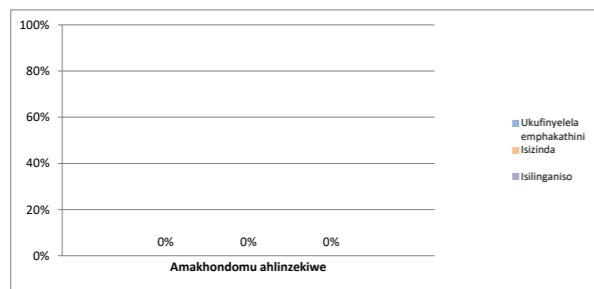
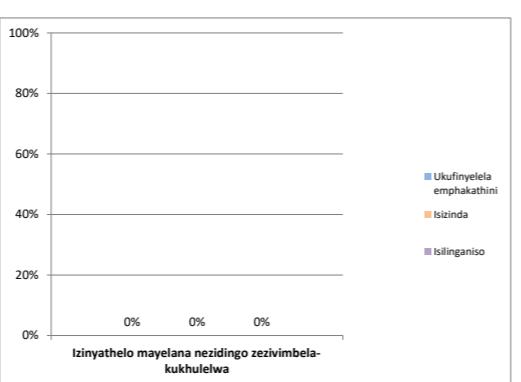
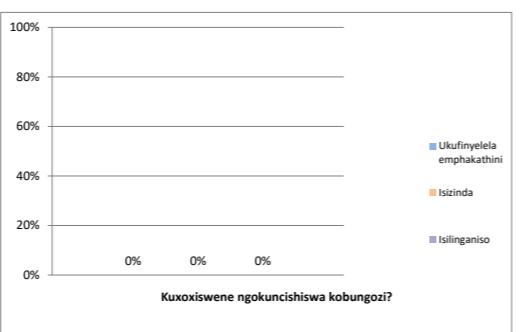
13. Ingabe ikhonha irekhodi lokudulselwa kwekhasimende ukutholowa nokwelasheluwa i-STI (isib. incwadi yokudulisa akasimende) lapho kufanekile?														0%
14. Ingabe ikhonha yini irekhodi ellibonisa ukuthi ikhasimende lidulselwe esikhungweni lapho lizothola khona isizo okunakeleluwa rholwelasheluwa i-HIV?														0%
15. Ingabe bukthona ubufakazi bemizamo yokuhandele ngenhlosu yonkuthola ukuthi ikhasimende ilutholle yin usizo oluphatheleni nama-STI, i-TB kanye/noma i-HIV?														0%
16. Ingabe ukugowwa kwekhwelela kanye pokudulisele a kwekhasimende esikhungweni sezempilo ukuzi lyokwelashewa i-TB kwenzive ngaphansi kwezinsiku?														0%
17. Ingabe ukugowwa kwekhwelela kanye pokudulisele a kwekhasimende esikhungweni sezempilo ukuzi lyokwelashewa i-TB kwenzive ngaphansi kwezinsiku?														0%
18. Ingabe imininigwane ethathwe kwerekhodi le-HTS lekhasimende ifawhu kahle tuthi ngahandele kwanaphutu kwi-rejista ye-HTS?														0%

Isithasiselo 27 siyaqhube ka

13. Ingabe likhona irekholo lokuduluselwa kwekhasmende esikhungweni elizozhola kusona ukuhlowa nokwelashehwa i-STI (isib. incwidzi yokudulisa ikhasinende) lapho kufanlelekile?				0%
14. Ingabe likhona yini irekholo elbonisa ukuthi ikhasinende lilulisewisse esikhungweni lapho lizozhola khona usizo lokunakelewa nokwelashehwa i-HIV?				0%
15. Ingabe bukhona yini ubufakazi benizama yokulandela ngenhlosi yokuthula ukuthi ikhasinende lillitholle yini usizo oluphatheleene nama-STI, i- TB kanye/noma i-HIV?				0%
16. Ingabe likhona yini irekholo lilvakashelle esikhungweni sezemphilo ukuyofolola izinsizakalo zezempilo ezinlenenama-STI, i-TB kanye/noma i- HIV (usuku, igama lomtholaniplo, usizo olutholakalele)?				0%
17. Ingabe ukugqwa kwestikithwehela kanye nokuduliseawa kwekhasmende esikhungweni sezemphilo ukuze liyokwelashehwa i-TB kwenziwe ngaphansi kwezinsuku ezysikhombsa?				0%
18. Ingabe mininingwane ethathwe kwirekhwodi ie-HTS lekhasisimende ifakwe kahle fulhi napandale kwanthaluthu kwi-rejisa ye-HTS?				0%

Isithasiselo 27 siyaqhubeke

Inombolo		Amarekhodi ezhinsizakalo ze-HTS ezengomathamba nendwana	Amarekhodi ezikhungo ze-HTS ezizimile zodwana	Isilinganiso nani Esiphele
1	Kusetshenziswe irekhodi le-HTS elfanelekile?	#DIV/0!	#REF!	#DIV/0!
2	Iposhiwe iminingwane yokuxhumana yekhasimende?	#DIV/0!	#REF!	#DIV/0!
3	Imvume yokuholela i-HIV ihlinzike?	#DIV/0!	#REF!	#DIV/0!
4	Kuhlinzekiwe ukulholwa kwe-CD4 uma imphumela ibonisa ukuthi ihhasimende line-HIV?	#DIV/0!	#REF!	#DIV/0!
5	Kuxoxiswene ngokuncishiswa kobungozi?	#DIV/0!	#REF!	#DIV/0!
6	Ahlinzekiwe amakhondomu?	#DIV/0!	#REF!	#DIV/0!
7	Ziholiwe izidingo zezivimbela-kukhulewa?	#DIV/0!	#REF!	#DIV/0!
8	Ziposhiwe izinyathelo ezhithathiwe mayelana nezidingo zezivimbela-kukhulewa?	#DIV/0!	#REF!	#DIV/0!
9	Ukuhholwa kwezimpawu ze-TB?	#DIV/0!	#REF!	#DIV/0!
10	Ukuduliselwa kwizinsizakalo ze-TB?	#DIV/0!	#REF!	#DIV/0!
11	Ukuhholwa kwezimpawu zama-STI?	#DIV/0!	#REF!	#DIV/0!
12	Ukuduliselwa kwizinsizakalo zama-STI?	#DIV/0!	#REF!	#DIV/0!
13	Ihhasimende ilidulselwe ezhinsizakaleni zokunakekela nokwelashelwa i-HIV?	#DIV/0!	#REF!	#DIV/0!
14	Ukulandelela kokuthola ukuthi ihhasimende izitholle yini izinsizakalo zokunakekela nokwelashelwa i-TB kanye/noma i-HIV?	#DIV/0!	#REF!	#DIV/0!
15	Ihhasimende livareshelle emtholamilo ukuyothola izinsizakalo zezemphilo eziphathelelo ne-TB kanye/noma i-HIV?	#DIV/0!	#REF!	#DIV/0!
16	Inani lezisuku ezidulle phakathi kokuqoqwa kwezikweliwa nokuthunyelwa kwezikwesiende esikhungweni sezemphilo	#DIV/0!	#REF!	#DIV/0!
17	Iminingwane ifakwe ngokufanelekile kwirejista ye-HTS?	#DIV/0!	#REF!	#DIV/0!



Isithasiselo 28: Isibonelo sethuluzi lokuhlola ikhono nobunyoninco babasebenzi bezempilo

Ithuluzi lokuhlola ikhono nobunyoninco babasebenzi bezempilo

Kugani kubalulekile ukuqapha nokuhlola ikhono nobunyoninco babasebenzi bezempilo bokuhlinzeka ngezinsizakalo zokuholela i-HIV (HTS)?

1) Ukuqapha nokuhlola (M&E) ikhono nobunyoninco babasebenzi bezempilo bokuhlinzeka ngezinsizakalo ze-HTS kuyinto esemqoka futhi edingekayo: kuyingxene yomsebeni wabo osemthethweni futhi kuyinkambiso elungileyo yokunakekela nokuvikela amakhasimende abo ngenkathi benza umsebeni wabo.

2) Kuyasekela futhi kuyafundisa: lokhu kusho ukuthi abaphathi bangalandela futhi bahole umsebeni ohlinzekwe yisisebeni sezemphilo ngasinye futhi bahlinzeke lesi sisebeni ngolvazi olusemqoka futhi ngendlela eyakhayo oluphathelene nendlela esiqhuba ngayo emsebenzini waso. Lokhu kuzolekelela isisebeni sezemphilo ukuba sifunde, futhi kuzokwenza ngcono namakhono aso okusebenza.

3) Ukulekela abasebenzi bezempilo ukuba bakhuphule ulwazi lwabo kanye namakhono: okuyinto eqinisekisayo ukuthi ulwazi abaludluliswa kwikhasimende wulwazi olufanelekile, futhi abasebenzi bezempilo bawasebenzisa ngendlela efanelekile amakhono abo futhi bathole nthuba lokuhulwa nokuthuthuka emsebenzini wabo. Qaphela: Ulwazi oluqukethwe kuleli thulizi lususelwe ku-VCT Toolkit HIV voluntary counselling and testing: A Reference Guide for HIV Health care workers and Trainers. USA: Family Health International, 2004.

I-M&E yekhono nobunyoninco babasebenzi bezempilo ibandakanya:

- 1) Ukugwaliswa kwefomu lokuhlola isisebeni sezemphilo okwenziwa ngumphathi.
- 2) Ukugwaliswa kwefomu lokuzihlola nokucubungula umsebeni (reflection form) okwenziwa yisisebeni sezemphilo.
- 3) Ingxoxo phakathi komphathi nesisebeni sezemphilo mayelana nolwazi oluqukethwe kulawa maformu, okumele kuvele futhi kubonakale nakuleli thulizi.

Usuku lokuhlola: **Igama lesizinda:**

Ngiyavuma ukuba umphathi abe yingxene yesigcawu sami sokwulekwa nokuhlolwa.

Isiginesha yekhasimende: **Ikhodi yekhasimende:**

Umphumela

Ingxoxo kanye nohlelo lokulungisa isimo:

Usuku lwengxoxo:

Igama lomphathi: **Isiginesha:**

Igama lesisebeni sezemphilo: **Isiginesha:**

Isithasiselo 28 siyaqhubeke

Ifomu lomphathi		
Usuku lokuhlolwa:		Igama lesizinda:
Igama lomphathi:		Isiginesha yomphathi:
Ikhodi yekhasimende:		Bheka futhi uqaphele ingxene ngayinye yokuhlinzeka kwezinsizakalo zokuhlolela i-HIV bese uphendula le mibuzo elandelayo: Uma umbuzo uphendulwe ngokuthi N/A, kumele kuhlinzekwe izizathu zalokho ngezansi.
Ukwamukela ikhasimende kanye nokuzethula kulona		
Ingabe isisebenzi sezempilo...		
Silamukele ngokuzithoba nangemfudumalo ikhasimende?	Yebo	Cha
Sizithulile kulona?	Yebo	Cha
Silihlinzekile ikhasimende ngolwazi mayelana nenlangano esivela kuyona?	Yebo	Cha
Isigcawu sokuhlinzeka ngolwazi ngaphambi kokuhlolwa		
Ingabe isisebenzi sezempilo...		
Silicwalisile ikheli nenombolo yocingo yekhasimende?	Yebo	Cha
Silifundisile ikhasimende mayelana ne-HIV, kubandakanya ukutheleka nokusabalala kwayo kanye nokuxhumana okuhkona phakathi kwe-HIV ne-TB nama-STI?	Yebo	Cha
Sixoxisene nekhasimende ngesikhathi sokungazibonakalisi kwegciwane emzimbeni?	Yebo	Cha
Sixoxisene nekhasimende ngohlelo lokunciphisa ubungozi?	Yebo	Cha
Silibonisile ikhasimende ukuthi isetshenziswa kanjani ikhondomu?	Yebo	Cha
Sizihlolile izidigo zekhasimende zokuhlela umndeni?	Yebo	Cha
Sizamile ukulekelela ikhasimende ukuba lithatelo eziphatelene nezidigo zokuhlela umndeni nokuhlela?	Yebo	Cha
Silihlolile ikhasimende, silihlolela i-TB?	Yebo	Cha
Silihlolile ikhasimende, silihlolela ama-STI?	Yebo	Cha
Sixoxisene nekhasimende nge-PMTCT?	Yebo	Cha
Silichazelile ikhasimende ngenqubo ye-HTS?	Yebo	Cha
Siyitholile imvume yekhasimende ngaphambi kokulihlola?	Yebo	Cha

Ukuhlola ngokuhlabu umunwe ngenaliti			
Uluhlu lwezinsizazidingo zokuhlolela i-HIV ngokushesha			
1. Bheka izinsizakuhlola: Ingabe ziyatholakala futhi zanele zonke izinsizakuhlola ezidingwa yisisebenzi sezempilo?	Yebo	Cha	N/A
a. Imiyalelo yenqubo yokuhlolaka kohlunga kanye nokuhlola kokuqinisekisa.	Yebo	Cha	N/A
b. Inqubo yokuhlolaka ngokushesha.	Yebo	Cha	N/A
c. Imicwana yokuhlolaka kohlunga (test strips) (bheka usuku lokuphela kwasikhathi sokusethenziswa).	Yebo	Cha	N/A
d. Iipayipana lokuhlolaka kohlunga kanye/noma ama-capillary tube (ngokwemiyalelo yethuluzi lokuhlola). (Qaphela: Amapayipana okuhlolaka kanye/noma ama-capillary tube asesetszhensiziwe kumele alahlwe kwisiqukathi sezinto ezicijile nezibukhali).	Yebo	Cha	N/A
e. Ingxubevange yoketshezi lwamakhemikhali okuhlolaka kohlunga (buffer) (bheka usuku lokuphela kwasikhathi sokusethenziswa).	Yebo	Cha	N/A
f. Imicwana yokuhlolaka kokuqinisekisa (bheka usuku lokuphela kwasikhathi sokusethenziswa).	Yebo	Cha	N/A
g. Amapayipana kanye/noma ama-capillary tube okuhlolaka kokuqinisekisa (ngokwemiyalelo yethuluzi lokuhlola).	Yebo	Cha	N/A
h. Ingxubevange yoketshezi lwamakhemikhali okuhlolaka kokuqinisekisa (bheka usuku lokuphela kwasikhathi sokusethenziswa).	Yebo	Cha	N/A
i. Amagilavu.	Yebo	Cha	N/A
j. Izinaliti ezingama-lancets (Qaphela: Ama-lancets asesetszhensiziwe kumele alahlwe kwisiqukathi sezinto ezicijile nezibukhali.)	Yebo	Cha	N/A
k. Isiqukathi sezinto ezicijile nezibukhali (okuzolahla kusona amapayipana okuhlolaka kokuqinisekisa kanye/noma ama-capillary tube kuphela.)	Yebo	Cha	N/A
l. Izikhwama zemfucuza yokwelapha enobungozi.	Yebo	Cha	N/A
m. Ama-alcohol swabs (bheka usuku lokuphela kwasikhathi sokusethenziswa).	Yebo	Cha	N/A
n. Uvolo.	Yebo	Cha	N/A
o. Ibchodlela elinesibulali-magicwane se-Jik esingama-10% (kumele wenze le ngxubevange nsuku zonke ukuze uyisebenzise isanda kwensiwa futhi ibchodlela lalokhu kumele ulinamathisele ngelebula enosuku nama-inishiyali) kanye/noma isibulali-magicwane sokuhlanza izandla.	Yebo	Cha	N/A
p. Umshini wokukala isikhathi/umakhalekhukhwini.	Yebo	Cha	N/A
q. Amabhandishi.	Yebo	Cha	N/A
2. Indawo okuzohlolela kuyona elungiswe kahle.	Yebo	Cha	N/A
a. Indawo eyisicaba, ehlanzekile okuzosethenzewa kuyona. Hlanza le ndawo ngoketshezi olune-Jik engama-10% ngaphambi kokuba uqale ukuyisebenzia noma ngaphambi kokuba uqhubeka nokuyisebenzia. Indawo embozwe ngephepha lethishu.	Yebo	Cha	N/A

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b. Indawo lapho kunokukhaya okwanele ukuze ukubone kahle lokho okwenzayo.	Yebo	Cha	N/A
c. Isiqukathi sezinto ezicijile nezibukhali esivuliwe futhi esiseduzane.	Yebo	Cha	N/A
Inqubo yokuhola kokuhlunga (Qaphela: Ungalokothi uyisebenzise kaningi insizakuhola eyodwa)			
3. Izingxubevange zoketshezi lokuhola kokuhlunga esezungisiwe.	Yebo	Cha	N/A
a. Uwaggokile amagilavu amasha.	Yebo	Cha	N/A
b. Ulubhekile futhi nosuku lokuphelewa yisikhathi sokusebenza kwemicwana yokuhola, amapayipana okuhola kanye ne-buffer.	Yebo	Cha	N/A
c. Uyikhiphile imicwana yokuhola ephaketheni.	Yebo	Cha	N/A
d. Uwudabule ngokucophelela umcwana ewususa ephepheni, kusukela ngakwesokunxele ukuze ingaxebuki i-Lot Number.	Yebo	Cha	N/A
e. Uyixebulile ikhava.	Yebo	Cha	N/A
f. Uyinamathelisile ilebula enenombolo yekhasimende (ibhakhodi) kumcwana wokuhola.	Yebo	Cha	N/A
g. Uyikhiphile ephaketheni i-capillary tube yokuhola kokuhlunga entsha futhi engakaze isetshenziswe, wayibeka ephepheni lethishu elihlanzekile futhi elomile.	Yebo	Cha	N/A
h. Uzixebulile izingcezwana ezimbawla zikavolo omusha ongakaze usetshenziswe futhi uziphepheni lethishu elomile ukuze zilungele ukusetshenziswe.	Yebo	Cha	N/A
4. Ulihlabile ikhasimende ngenaliti emnweni.	Yebo	Cha	N/A
a. Uwukhethile umunwe (ongenazo izikofu nezibazi nomu onezikofu ezincane kakhulu, futhi iminwe ekulungele kakhulu lokhu kuvamise ukuba ngumunwe wesithathu nomu wesine)	Yebo	Cha	N/A
b. Uwubekile umunwe ngaphansana kancane kwenhliziyo, ewubhekise phansi, ukuze igazi lehlele emnweni.	Yebo	Cha	N/A
c. Uwubhucabhcule kancane umunwe ukuze akhuthaze ukuhamba kwegazi.	Yebo	Cha	N/A
d. Uwusulile umunwe nge-alcohol swab, eqala maphakathi kwavo ewusula aye ngasemaceleni. Uyilahlile i-alcohol swab kwisikhama semfucuza yokwelapha enobungozi.	Yebo	Cha	N/A
e. Uwulindile waze woma ngokuphelele umunwe emva kokuwusula. Izinsalela zoketshezi lukagologo emnweni zingabangela i-haemolysis futhi okungaholela emiphumeleni yokuhlolwa ephaphalazayo.	Yebo	Cha	N/A
f. Ukhethi i-lancet entsha futhi engakaze isetshenziswe, yawivula ngendlela efanelekile.	Yebo	Cha	N/A
g. Umise isandla, intende ingaphezelu (ngezansana kancane kwenhliziyo, sibheke phansi ukuze igazi lehlele emnweni).	Yebo	Cha	N/A
h. Ucindezele i-lancet endaweni azohlabu kuyona emnweni, kude nendawo enezikofu nezibazi zomunwe.	Yebo	Cha	N/A
i. Ukuze iphume inaliti, ucindezele endaweni efanelekile. Kumele ungayisusi i-lancet uze uzwe umsinjwana oqhumayo ngenkathi kuphuma inaliti ingena emnweni.	Yebo	Cha	N/A
j. I-lancet izodubula, inaliti iphume ihlabe isikhumba bese ibuyela emuva, ukuqinisekisa ukuphepha.	Yebo	Cha	N/A
k. Uyilahlile i-lancet esebeenzile, wayifaka kwisikuathni sezinto ezicijile nezibukhali. Ungalokothi ufade iminwe yakho kwisikuathni sezinto ezicijile nezibukhali.	Yebo	Cha	N/A
5. Ulisulile iconsi lokuqala legazi emnweni esebeenzisa uvolo ohlanzekile, njengoba kungenzeka ukuba leli consana liqukethe uketshezi oluningi ngokweqile olungenza ukuba ukuhlolwa kwegazi kukhiqize imiphumela ephaphalazayo.	Yebo	Cha	N/A
a. Uwulahlile uvolo ongcolile, asule ngawo igazi, esikhwameni semfucuza yokwelapha enobungozi.	Yebo	Cha	N/A
6. Uthathe ipayipana lokuhola elisha futhi elingakasetshenziswe kanye/noma ne-capillary tube (ngokwemiyalelo yethuluzi lokuhola).	Yebo	Cha	N/A
a. Ulibambe walivundlisa ipayipana, wathintisa umlomo walo econsini legazi.	Yebo	Cha	N/A
b. Uma kunesidingo, uwucindezelile kancane umunwe ngenhlosa yokulekelela igazi ukuba ligeleze kahle emnweni. (Ungawucindezelii kakhulu umunwe).	Yebo	Cha	N/A
c. Ngenkathi emise ipayipana kanye/noma i-capillary tube wayivundlisa (ngokwethuluzi lokuhola), udonse igazi walifaka ku-capillary tube laze lafinyelela phakathi kwemigqa embili.	Yebo	Cha	N/A
7. Emva kokuqoza igazi elanele, umboze indawo ahlabe kuyona ngenaliti emnweni ngovolo ohlanzekile, futhi ongakaze usetshenziswe.	Yebo	Cha	N/A
8. Ubambe ipayipana lokuhola kanye/noma i-capillary tube (ngokwemiyalelo yethuluzi lokuhola) wayivundlisa, umlomo wayo wawuthintisa ngqo phezu kwe-sample pad.	Yebo	Cha	N/A
a. Ubese elijikisa ipayipana lokuhola kanye/noma i-capillary tube (ngokwemiyalelo yethuluzi lokuhola) wayimisa yabheka phezulu ngqo, ngaphezu kwe-sample pad emcwini wokuhola (ukuze amagwebu asuke ngasemlonenyi we-capillary tube).	Yebo	Cha	N/A
b. Ubese ecindezelia i-bulb kancane ukuze lonke igazi lingene ku-sample pad (gwema ukuphuma kwamagwebu).	Yebo	Cha	N/A
d. Ipayipana lokuhola kanye/noma i-capillary tube ukulahle esikhwameni okulahlwa kusona imfucuza yokwelapha.	Yebo	Cha	N/A
9. Ulinde isikhathi esingangomzuzu nomu ngaphezudlwana kwalokho ukuze igazi limunceke ngokuphelele lingene ku-sample pad.	Yebo	Cha	N/A
a. Ulinde imizuzu emingaki ngaphambi kokuba igazi limunceke ngokuphelele lingene ku-sample pad?			
b. Ingabe isisebenzi sezempilo siwulandelile yini umyalelo wethuluzi lokuhloela i-HIV ngokushesa mayelana nokuthi kumele kulindwe imizuzu emingaki ngaphambi kokuba igazi limunceke lingene ngokuphelele ku-sample pad?	Yebo	Cha	N/A
10. Emva kokuba selimuncekile igazi uconsisele iconsi (amaconsi) e-screening buffer ku-sample pad (ngokwemiyalelo yethuluzi lokuhola).	Yebo	Cha	N/A
a. Mangaki amaconsi e-screening buffer asetshenzisiwe?			
b. Ingabe inani lamaconsi aconsisele liyahambisana nenani elishiwo kwimiyalelo ye-screening buffer yethuluzi lokuhloela i-HIV ngokushesa?	Yebo	Cha	N/A
11. Uwuofile umshini wokukala isikhathi ukuze ugale ukusebenza nomu usibhekile isikhathi ewashini/kumakhalekhukhwini?	Yebo	Cha	N/A
12. Uyifundile imiphumela emva kokuhala kwe-alamu yomshini wokukala isikhathi ngokwesikhathi/imizuzu yokufukamela (incubation).	Yebo	Cha	N/A
a. Mingaki imizuzu yokufukamela elindwe yisisebenzi sezempilo?			

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b. Ingabe imizuzu yokufukamela ibihambisana nemiyalelo yethuluzi lokuhlolola i-HIV ngokushesha?	Yebo	Cha	N/A
13. Ingabe ukhona umugqa obonakalayo (kungakhathalekile ukuthi ugqame kangakanani) efasiteleni lokulawula (control window)?	Yebo	Cha	N/A
a. Yebo. Lokhu kusho ukuthi ukuhlolwa kuhambe kahle. Dlulela kwiSinyathelo 14.0			
b. Cha. Lokhu kusho ukuthi akuhambanga kahle ukuhlolwa. Buyela kwiSinyathelo 3.0 bese uyiphinda futhi uhlole igazi usebenzisa umcwana wokuhlolka kokuhlunga omusha.			
c. Uma KUNGAHAMBANGA KAHLE ukuhlolwa okubili okulandelanayo kwemicu yokuhlolka kokuhlunga, bonana nomphathi wakho.			
14. Ingabe ukhona umugqa obonakalayo (kungakhathalekile ukuthi ugqame kangakanani) efasiteleni lokuhlol (test window)?	Yebo	Cha	N/A
a. Yebo. Ukuhlolwa kubonisa ukutheleka futhi lokhu kusho ukuthi isampula ine-HIV. Dlulela kwiSinyathelo 15.0 futhi wenze ukuhlolka kwenzibili, kokuqinisekisa.	Yebo	Cha	N/A
b. Cha. Ukuhlolwa akubonisi ukutheleka futhi lokhu kusho ukuthi isampula ayinayo i-HIV. Dlulela kwiSinyathelo 30 (Ukuqoqa nokuhlanza indawo obekusethenzelwa kuyona).	Yebo	Cha	N/A
Inqubo yokuhlolka kokuqinisekisa (Qaphela: Ungalokothi uyisebenzise kaningi insizakuhlol ka eyodwa)			
15. Izingxubevange zoketshezi lokuhlolka kokuhlunga esezungisiwe.	Yebo	Cha	N/A
a. Uwaggokile amagilavu amasha.	Yebo	Cha	N/A
b. Ulubhekile futhi waluqinisekisa usuku lokuphelewa yisikhathi sokusebenza kwemicwana yokuhlolka, amapayipana okuhlolka (ngokwemiyalelo yethuluzi lokuhlolka i-HIV ngokushesha) kanye ne-buffer.	Yebo	Cha	N/A
c. Ulikhiphile ephaketheni ithuluzi lokuhlolka kokuqinisekisa.	Yebo	Cha	N/A
d. Uyinamatelisile ilebulu enenombolo yekhasimende kwithuluzi lokuhlolka.	Yebo	Cha	N/A
e. Ulikhiphile ephaketheni ipayipana lokuhlolka kokuqinisekisa kanye/noma i-capillary tube entsha futhi engakaze isetshenziswe (ngokwemiyalelo yethuluzi lokuhlolka i-HIV ngokushesha), wayibeka ephepheni lethishu elihlanzekile futhi elomile.	Yebo	Cha	N/A
f. Uzixebulile izingcezwana ezimbawla zikavolo omusha ongakaze usestshenziswe futhi uzibeka ephepheni lethishu elomile ukuze zilungele ukusethenziswa.	Yebo	Cha	N/A
16. Ulihlabilie ikhasimende ngenaliti emnweni.	Yebo	Cha	N/A
a. Uwukhethile umunwe (ongenazo izikofu nezibazi noma onezikofu ezincane kakhulu) wawumisa ngaphansana kwenhliziyo.	Yebo	Cha	N/A
b. Uwubhucabhuile kancane umunwe ukuze akhuthaze ukuhamba kwegazi.	Yebo	Cha	N/A
c. Uwusulile umunwe nge-alcohol swab, eqala mapakathi kwawo ewusula aye ngasemaceleni. Uyilahlide i-alcohol swab kwisikhwama semfucuza yokwelapha enobungozi.	Yebo	Cha	N/A
d. Uwulindile ukuze ushaywe ngumoya umunwe, futhi ukuze wome ngokuphelele emva kokuwusula.	Yebo	Cha	N/A
e. Ukhethethe i-lancet entsha futhi engakaze isetshenziswe, yawivula ngendlela efanelekile.	Yebo	Cha	N/A

f. Umise isandla, intende yabheka phezulu.	Yebo	Cha	N/A
g. Ubeke i-lancet endaweni azohlabu kuyona emnweni, kude nendawo enezikofu nezibazi zomunwe.	Yebo	Cha	N/A
h. Ucindezele i-lancet ngokuqinile endaweni azohlabu kuyona emnweni.	Yebo	Cha	N/A
i. I-lancet izodubula, inaliti iphume ihlabi isikhumba bese ibuyela emuva, ukuqinisekisa ukuphepha.	Yebo	Cha	N/A
j. Uyilahlide i-lancet esebenzile, wayifaka kwisiqukathi sezinto ezicijile nezibukhali. Ungalokothi ufake iminwe yakho kwisiqukathi sezinto ezicijile nezibukhali.	Yebo	Cha	N/A
17. Ulisulile iconsi lokuqala legazi emnweni esebenzisa uvolo olanzekile. Uwulahlide uvolo ongcolile, asule ngawo igazi, esikhwameni semfucuza yokwelapha enobungozi.	Yebo	Cha	N/A
18. Uthathe ipayipana lokuhlolka kokuqinisekisa elisha futhi elingakasetshenziswa.	Yebo	Cha	N/A
a. Ucindezele i-bulb kancane futhi wayibamba yavundla, umlomo wayo wathinta endaweni okuhlatshwe kuyona ngenaliti/econsini legazi.	Yebo	Cha	N/A
b. Uma kudingekile, uwucindezelile kancane umunwe ngenhilo yokulekelela ukugeleza nokuhamba kwegazi emnweni. (Ungawucindezelai kakhulu umunwe).	Yebo	Cha	N/A
c. Ngenkathi emise ipayipana kanye/noma i-capillary tube wayivundlisa (ngokomyalelo wethuluzi lokuhlolka), uyidedele kancane i-bulb futhi wadonsa igazi walifaka kwipayipana, laze lafinyelela emgqeni oqoshiwe, ngaphandle kokuqoqa amagwebu.	Yebo	Cha	N/A
19. Emva kokuqoqa igazi elanele, umboze indawo ahlabi kuyona ngenaliti emnweni ngovolo olanzekile, futhi ongakaze usestshenziswe.	Yebo	Cha	N/A
a. Lingakanani igazi eliqoqiwe?			
b. Ingabe lokhu kwensiwe ngokomyalelo wethuluzi lokuhlolka i-HIV ngokushesha?	Yebo	Cha	N/A
20. Ubambe ipayipana lokuhlolka kokuqinisekisa kanye/noma i-capillary tube egcwele igazi (ngokomyalelo wethuluzi lokuhlolka) wayivundlisa, umlomo wayo wawuthintsa ngqo phezu kwe-sample port kwithuluzi lokuhlolka.	Yebo	Cha	N/A
a. Ubese elijikisa ipayipana lokuhlolka kanye/noma i-capillary tube (ngokomyalelo wethuluzi lokuhlolka) wayimisa yabheka phezulu ngqo, ngaphezu kwe-sample port emcwini wokuhlolka (ukuze amagwebu asuke ngasemlonyenai we-capillary tube).	Yebo	Cha	N/A
b. Ubese ecindezelai i-bulb kancane ukuze lonke igazi lingene ku-sample port (gwema ukuphuma kwamagwebu).	Yebo	Cha	N/A
c. Mangaki amaconsi egazi aconsiselwe ku-sample port?			
d. Ingabe lokhu kwensiwe ngokwemiyalelo yethuluzi lokuhlolka i-HIV ngokushesha?	Yebo	Cha	N/A
e. Iipayipana lokuhlolka kanye/noma i-capillary tube ukulahlile esikhwameni okulahlwa kusona imfucuza yokwelapha enobungozi.	Yebo	Cha	N/A
21. Ulinde isikhashana esingangomzuzu noma ngaphezudlwana kwalokho ukuze igazi limunceke ngokuphelele lingene ku-sample port (ngokomyalelo wethuluzi lokuhlolka i-HIV ngokushesha).	Yebo	Cha	N/A
a. Ulinde imizuzu emingaki ngaphambi kokuba igazi limunceke ngokuphelele lingene ku-sample port.			

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b. Ingabe lokhu kwenziwe ngokwemiyalelo yethuluzi lokuhloela i-HIV ngokushesha?	Yebo	Cha	N/A
22. Emva kokuba selimuncekile igazi uconsisele iconsi (amaconsi) e-confirmatory buffer ku-sample port.			
a. Mangaki amaconsi e-confirmatory buffer assetshenzisiwe?			
b. Ingabe lokhu kwenziwe ngokwemiyalelo yethuluzi lokuhloela i-HIV ngokushesha?	Yebo	Cha	N/A
23. Uwuofile umshini wokukala isikhathi ukuze uqale ukusebenza noma usibhekile isikhathi ewashini/kumahalekhukhwini.	Yebo	Cha	N/A
24. Uyifundile imiphumela emva kokuhala kwe-alamu yomshini wokukala isikhathi ngokwesikhathi/imizuzu yokufukamela (incubation).	Yebo	Cha	N/A
a. Mingaki imizuzu yokufukamela elindwe yisisebenzi sezempilo?			
b. Ingabe imizuzu yokufukamela ibihambisana nemiyalelo yethuluzi lokuhloela i-HIV ngokushesha?	Yebo	Cha	N/A
Ukuhunyushwa kwemiphumela yokuhlola kokuqinisekisa			
25. Ingabe ukhona umugqa obonakalayo (kungakhathalekile ukuthi ugqame kangananani) efasiteleni lokulawula (control window)?	Yebo	Cha	N/A
a. Yebo. Lokhu kusho ukuthi ukuhlolwa kuhambe kahle. Dlulela kwiSinyathelo 26.0.			
b. Cha. Lokhu kusho ukuthi akuhambanga kahle ukuhlolwa. Buyela kwiSinyathelo 15.0 bese ukuphinda futhi ukuhlolwa kokuqinisekisa.			
c. Uma KUNGAHAMBANGA KAHLE ukuhlola kokuqinisekisa okubili okulandelanayo, bonana nomphathi wakho.			
26. Ingabe ukhona umugqa obonakalayo (kungakhathalekile ukuthi ugqame kangananani) efasiteleni lokuhlola (test window)?	Yebo	Cha	N/A
a. Yebo. Ukuhlolwa kubonisa ukutheleleka futhi lokhu kusho ukuthi isampula line-HIV.			
b. Cha. Ukuhlolwa akubonisi ukutheleleka futhi lokhu kusho ukuthi isampula alinayo i-HIV.			
27. Uma kokubili ukuhlola kokuhlunga kanye nokuhlola kokuqinisekisa kukhipha umphumela obonisa ukutheleleka kusho ukuthi umphumela uyahambelana futhi UYAVUMELANA. Akukho okunye ukuhlolwa okudingekayo.			
a. Dlulela kwiSinyathelo 29 (Ukuqoqa nokuhlanza indawo obekusetshenzelwa kuyona).			
28. Uma ukuhlolwa kokuhlunga kubonisa ukutheleleka bese ukuhlola kokuqinisekisa kubonisa ukungatheleki, lokho kusho ukuthi imiphumela IYAPHIKISANA.			
a. Buyela emuva uqale phansi wenze inqubo yokuhlola kokuhlunga kwiSinyathelo 3.0.			
b. Uma ukuhlola kubonisa ukutheleleka, dlulela kwiSinyathelo 15.0 lapho uzokwenza khona inqubo yokuhlola kokuqinisekisa.			
Ukuqoqa nokuhlanza indawo obekusetshenzelwa kuyona			
29. Iziqukathi zezinto ezicijile nezibukhali kumele zisetshenziselwe ukulahla ama-lancet kuphela.	Yebo	Cha	N/A

a. Uma kukhona isikhala esisele kwiziqukathi zezinto ezicijile nezibukhali (uma imfucuza eukethwe ingaphansi komugqa wamachashazi), vala isiqukathi ngesivalo saso ukuze imfucuza ingaweli phansi ngenkathi uhamba usuka esizindeni sokuhlola esithile udlulela kwesinye.	Yebo	Cha	N/A
30. Uwalahlile kwisikhwanyana esincane semifucuza yokwelapha enobungozi wonke ama-alcohol swab assetshenzisiwe, uvolu osetshenzisiwe, imicwana namathuluzi okuhlola, amapayipana, izinto zokusonga kanye namaphepha, kanye namagilavu assetshenzisiwe.	Yebo	Cha	N/A
31. Uyihlanzile indawo abesebenzela kuyona, ngengxubevange yoketshezi olunesibulali-magicwane se-JIK esingama-10% (esenwiwa nsuku zonke)/ingxubevange yoketshezi olunogologo.	Yebo	Cha	N/A
32. Uma sesigcwele isikhwanyana esincane sokulaha imfucuza yokwelapha (UNGALOKOTHI USIGCWALISE NGOKWEQILE), futhi sesivaliwe sabuyiselwa ehovisi lesizinda lapho sifakwe khona kwisikhwama semifucuza enobungozi.	Yebo	Cha	N/A
Ukwelulekwa okwenziwa emva kokuhlolwa			
Uma ikhasimende lingasafuni ukwazi imphumela yalo Ingabe isisebenzi sezempilo sikwenzile lokhu okulandelayo ngokwanele.....			
Ukuxoxisana nekhasimende mayelana nesizathu esenza ukuba lingafuni ukwazi imphumela yokuhlolwa kwalo?	Yebo	Cha	N/A
Ukuxoxisana nekhasimende ngocansi oluphephile?	Yebo	Cha	N/A
Ukukhipha nokuhlinzeka ngamakhondomu?	Yebo	Cha	N/A
Mangaki amakhondomu abesilisa akhishiwe?			
Mangaki amakhondomu abesifazane akhishiwe?			
Uma engakhishwanga amakhondomu, ingabe siqoshiwe phansi isizathu salokho?	Yebo	Cha	N/A
Umphumela obonisa ukuthi ikhasimende alithelelekile nge-HIV Ingabe isisebenzi sezempilo sikwenzile lokhu okulandelayo ngokwanele.....			
Ukuqinisekisa ukuthi ikhasimende liyaqonda ukuthi uchaza ukuthini umphumela wokuhlolwa?	Yebo	Cha	N/A
Ukuxoxisana nekhasimende ngesikhathi sokungazibonakalisi kwegciwane emzimbeni kanye nosuthu okumele libuye ngalo ukuzohlolwa futhi?	Yebo	Cha	N/A
Ukuxoxisana nekhasimende ngocansi oluphephile?	Yebo	Cha	N/A
Ukukhipha amakhondomu?	Yebo	Cha	N/A
Uma engakhishwanga amakhondomu, ingabe siqoshiwe phansi isizathu salokho?	Yebo	Cha	N/A
Ingabe kuxoxiswene namakhasimende esilisa nge-VMMC?			
Umphumela obonisa ukuthi ikhasimende litheleleke nge-HIV			
Ingabe isisebenzi sezempilo sikwenzile lokhu okulandelayo ngokwanele			
Ukuqinisekisa ukuthi ikhasimende liyaqonda ukuthi uchaza ukuthini umphumela wokuhlolwa?	Yebo	Cha	
Ukuxoxisana nekhasimende ngalezo zinto ezilikhathaza kakhulu?	Yebo	Cha	N/A

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Ukuxoxisana nekhasimende ngokudalula isimo salo se-HIV?	Yebo	Cha	N/A
Ukuxoxisana nekhasimende ngosizo nokwesekwa?	Yebo	Cha	N/A
Ukuxoxisana nekhasimende ngocansi oluphephile?	Yebo	Cha	N/A
Ukuxoxisana nekhasimende ngokwelashwa kanye nokudla imishangozo ngendlela ebekiwe, ngaso sonke isikhathi.	Yebo	Cha	N/A
Ukukhipha amakhondomu?	Yebo	Cha	N/A
Uma engakhishwanga amakhondomu, ingabe siqoshiwe phansi isizathu salokho?	Yebo	Cha	N/A
Umphumela ophikisanayo noma ophaphalazayo			
Ingabe isisebenzi sezempilo sikwenze ngokwanele lokhu okulandelayo			
Ukuqinisekisa ukuthi ikhasimende liyaqonda ukuthi uchaza ukuthini umphumela wokuhlolwa?	Yebo	Cha	
Ukuxoxisana nekhasimende ngalezo zinto ezilikhathaza kakhulu?	Yebo	Cha	N/A
Ukuxoxisana nekhasimende ngokudalula isimo salo se-HIV?	Yebo	Cha	N/A
Ukuxoxisana nekhasimende ngosizo nokwesekwa?	Yebo	Cha	N/A
Ukuxoxisana nekhasimende ngocansi oluphephile?	Yebo	Cha	N/A
Ukukhipha nokuhlinzeka ngamakhondomu?	Yebo	Cha	N/A
Uma engakhishwanga amakhondomu, ingabe siqoshiwe phansi isizathu salokho?	Yebo	Cha	N/A
Ukuhlinzeka ngosuku okumele libuye ngalo ikhasimende ukuzokwenza ukuhlolwa kwe-ELISA?	Yebo	Cha	N/A
Ukuphawula komphathi:			

Ifomu lokuzihola kwesisebenzi sezempilo					
Usuku lokuhlolwa:		Igama lesizinda:			
Igama lesisebenzi sezempilo:		Isigenesha yesisebenzi sezempilo:			
Ikhodi yekhasimende:					
Cabanga ngalokho okwenzeka esigcawini sokweluleka osanda kusiphothula bese uphendula le mibuzo elandelayo ngeqiniso nangokwethembeka. Uma umbuzo uphendulwe ngokuthi N/A, kumele kuhihlinzeka izizathu zalokho ngezansi.					
Ukwamukela ikhasimende kanye nokuzethula kulona					
Ngilamukele ngokuzithoba nangemfudumalo ikhasimende?		Yebo	Cha		
Ngizithulile kulona?		Yebo	Cha		
Ngilihlinzile ngolwazi mayelana nenlangano engivelu kuyona?		Yebo	Cha		
Isigcawu sokuhlinzeka ngolwazi ngaphambi kokuhlolwa					
1	Ingabe ngiqhube futhi ngalawula isigcawu esigxile ekhasimendeni lapho ngisabelile ezidingweni zekhasimende?	Yebo	Cha		
2	Ngilifundisile ikhasimende mayelana ne-HIV, kubandakanya ukutheleleka nokusabalala kwayo kanye nokuxhumana okukhona phakathi kwayo ne-TB nama-STI?	Yebo	Cha		
4	Ngioxisene nekhasimende ngohlelo lokunciphisa ubungozi?	Yebo	Cha		
5	Ngizihlolile izidingo zekhasimende zokuhlela umndeni?	Yebo	Cha		
6	Ngizamile yini ukulekelela ikhasimende ukuba lithathie izinyathelo eziphathelene nezidindo zokuhlela umndeni?	Yebo	Cha		
Isigcawu sokuhlinzeka ngolwazi emva kokuhlolwa					
7	Ingabe ikhasimende liyaqonda ukuthi uchaza ukuthini umphumela?	Yebo	Cha		
8	Kulawo makhasimende athole umphumela obonisa ukuthi ane-HIV kanye nalawo athole umphumela ongacacile, ingabe ngioxisene nawo ngosizo nokwesekwa angakuthola?	Yebo	Cha		
9	Kulawo makhasimende athole umphumela obonisa ukuthi ane-HIV kanye nalawo athole umphumela ongacacile, ingabe ngioxisene nawo mayelana nokudalulwa kwesimo sawo se-HIV?	Yebo	Cha		
10	Ngioxisene nekhasimende ngocansi oluphephile?	Yebo	Cha		
11	Ngiwakhophile amakhondomu?	Yebo	Cha		
12	Ngioxisene yini nekhasimende ngezindlela zokudluliselwa esikhungweni sezempilo elingakhetha kuzona?	Yebo	Cha		
Ukuphawula kwesisebenzi sezempilo:					
Yini engiyenze kahle? Yini okumele ngikuphule amasokisi kuyona? Ukuphawula okwengeziwe:					

Isithasiselo 29: Isibonelo sethuluzi lokuhlola kokuqinisekisa imininingo

Ithuluzi lokuhlolola kokuqinisekisa imininingo

Leli thuluzi lokuqapha nokuhlolola kumele ligcwaliswe ngumphathi. Lokhu ngeke kwenziwe phambi kwesisebenzi sezempilo.

Ukuhlola kokuqinisekisa imininingo kubandakanya:

1) Ukugcwaliswa kwefomu lokuhlolola okwensiwa ngumphathi.

2) Ingxoxo phakathi komphathi kanye nesisebenzi sezempilo mayelana nolwazi oluqukhethwe kulawa mafomu, okumele lubonakale kwithuluzi lokuhlolola kokuqinisekisa imininingo.

3) Ukubhekisiswa kwefomu lokuhlolola okwensiwe ngumphathi kumele kubonakale kwifomu lemibono yomhloli (feedback) mayelana nokuhlolola kokuqinisekisa imininingo.

Usuku lokuhlolwa:

Igama lesizinda:

Mina, ngiyamnikeza umphathi imvume yokubuza imibuzo mayelana nendlela esisebenze ngayo isisebenzi sezempilo.

Isiginesha yekhasimende:

Ikhodi yekhasimende:

Ingxoxo kanye nohlelo lokulungisa isimo:

Usuku lwengxoxo:

Igama lomphathi:

Isiginesha:

Igama lesisebenzi sezempilo:

Isiginesha:

Isithasiselo 29 siyaqhubeke

Ukuqinisekisa kwemininingo: Ifomu lemininingwane yekhasimende				
Igama kanye nesibongo sekhaside:	Usuku:	Inombolo yokuhlonza ikhaya:	Inombolo yokuhlonza ilunga:	
Igama kanye nesibongo somphathi:		Ukuphawula		
Mayelana nokuhlolela i-HIV				
Ngaphambi kokuvakashela yisisebenzi sezempilo izolo, wawugcine nini ukhlolela i-HIV?				
Uthini umphumela owatholakala kulokho kuhlolela (uthelelekile nge-HIV/awuthelelekile nge-HIV/NA/awuthandi ukudalula lokho)?				
Ingabe ubhalisiwe emtholampilo ngaphansi kohlelo lokunakekelwa nokwelashela i-HIV?				
Ingabe njengamanje udlia imishanguzo ngaphansi kohlelo lwe-ART (kule nyanga edule)?				
Ingabe isisebenzi sezempilo sikubuzile ukuthi ungathanda yini ukhlolela i-HIV? (Yebo/Cha/NA)				
Wavuma ukhlolela i-HIV? (Yebo/Cha)?				
Uma kungenjalo, kungani?				
Uma ethi yebo, uthini umphumela otholakele? (uthelelekile nge-HIV/awuthelelekile nge-HIV/NA/awuthandi ukudalula lokho)				
Kukhona okunye ongathanda ukukuphawula mayelana nokuhlinzekwa kwakho ngethuba lokuhlolela i-HIV?				
Mayelana ne-VMMC: (lokhu kuqondene nabesilisa kuphela)				
Ingabe usokiwe? (Yebo/Cha)				
Usokwe esikhungweni sezempilo noma ngokwenqubo yendabuko?				
Uma ungasokiwe, ingabe kwaxoxiswana nawe nge-VMMC? (ubuhle bokusokwa/ububi bokusokwa/inqubo, njil.)				
Ingabe wadluliselwa ku-VMMC?				
Mayelana nokukhulela (lokhu kuqondene nabesifazane kuphela)				
Bakubuza na ukuthi ukhulele? (Yebo/Cha)				
Mayelana ne-TB:				
Bakubuza na ukuthi ingabe njengamanje welashela i-TB? (Yebo/Cha)				
Ingabe njengamanje ungaphansi kohlelo lokwelashela i-TB?				
Bakubuza na ukuthi uyakhwehlela yini? (Yebo/Cha)				
Ingabe njengamanje uyakhwehlela? (Yebo/Cha)				
Bakubuza na ukuthi ingabe uyajuluka ebusuku? (Yebo/Cha)				
Ingabe uyajuluka ebusuku? (Yebo/Cha)				
Bakubuza na ukuthi isisindo sakho sehlile futhi wehlile				

nasemzimbeni? (Yebo/Cha)	
Ingabe unciphile emzimbeni? (Yebo/Cha)	
Bakubuza na ukuthi ingabe kukhona umuntu ekhaya lakho owelashela i-TB? (Yebo/Cha)	
Ingabe ukhona umuntu ekhaya lakho owelashela i-TB? (Yebo/Cha)	
Mayelana nama-STI:	
Bakubuza na ukuthi unazo yini izimpawu zama-STI? (Yebo/Cha)	
Ingabe unazo izimpawu zama-STI?	
Mayelana namakhondomu:	
Bakubuza na ukuthi ungathanda yini ukhlinzekwa ngamakhondomu? (Yebo/Cha)	
Mangaki amakhondomu abesilisa ahlinzekiwe?	
Mangaki amakhondomu abesifazane ahlinzekiwe?	
<u>Ingabe kukhona ihasimende elifisa ukukusho mayelana nokuziphatha/indlela yokusebenza, incazeloo mayelana nokuvakasha, ubumfihlo, ubude besikhathi esithathiwe...</u>	

Isithasiselo 29 siyaqhubeke

Ifomu lemibono yomhloli (feedback) ephathelene nokuqinisekisa kwemininingo			
Igama lesizinda:	Indawo:	Usuku lokuhlinzekwa kwemibono yomhloli:	Inombolo yokuhlonza ikhaya
<p>1. Igama nesibongo somphathi:</p> <p>Isiginesha:</p> <p>2. Igama lesisebenzi sezempilo:</p> <p>Isiginesha:</p> <p>3. Igama lesisebenzi sezempilo:</p> <p>Isiginesha:</p> <p>Ingxoxo kanye nohlelo lokulgisa isimo:</p> <p>1. Ingabe kukhona ukuphikisana okuhlonziwe ngenkathi umphathi eqhathanisa iminingo etonyulwe ngosuku olwandlelalo uma iqhathaniswa nolwazi oluhiinzeke yikhasimende namhlanje? Uma kunjalo, yikuphi ukuphikisana okukhona?</p> <p>2. Ingabe umphathi uxoxisene nesisebenzi sezempilo ngalokhu? Uma kunjalo, isisebenzi sezempilo kumele sibhale kulesi sikhala esingeansi ulwazi esihlinzeke ngalo.</p> <p>3. Kuhlinzeke ngohlelo lokulgisa isimo ngenhlosu yokuqoqa imininingo eseizingen eliphezulu kanye nokuqinisekisa ukuqhutshwa kwe-HTS nezinsizakalo zokuduluisela kwekhasmende esikhungweni sezempilo ngendlela efanelekile: yiziphi izinyathelo ezithathiwe mayelana nalokhu, ukuqegehsa okwengeziwe, ukuhluwa okwengeziwe kobunyoninco obudingekayo, njil?</p>			

Isithasiselo 30: Isibonelo sethuluzi lokuhlola ukulawulwa kokutheleleka nokusabalala kwe-TB

Ithulizi lokulawula ukutheleleka nokusabalala kwe-TB			
(Kumele ligcwalswe njalo ngekota jonyaka)			
Igama lesizinda se-HTS somphakathi:	Ligcwalswe ngu:		
Usuku lokuhluwa:	Ukuphawula/zincazeo		
Imiyabalo yokugcwalswa kwateli fomu:			
• Kokelzelu impendulo okuyijona ehambisana nesiklungo sakho kakhu. Inani eliphelene lamaphuzu, kumele lifakwe esikhataleni esihlinzeke. Cha=1 Yebo=2			
• Thola imiphumela yokuhluwa kwekota edule bese ugwalisa ikholanu 'Inani lamaphuzu ekota edule' (LMS).			
• Qaphela ubungconce obenzekile kanye nokwelia kwezinga kuhluwa una kuchathaniswa nokuhluwa kwekota edule.			
1. Izlawuli zokusakela: Izinhla kanye nemisebenzi yokuqinisekisa ukuqalisa kwezhnileo zokugenela zokulawula ukutheleleka nokusabalala kwe-TB.	Amaphazu ngekota edule		
1.1. Ingabe unye umuntu oqokiwe ozkwiensa umisebenzi wokulawula ukutheleleka nokusabalala kwe-TB? Una impendulo thi Yebo, ngubani lwo mutu?	1	2	
1.2. Ingabe ukhona uhlalo lokulawula ukutheleleka nokusabalala kwe-TB esizindeni okuseishenzelwa kusona?	Cha	Yebo	
1.3. Ingabe zikhona iznsizazidngo zokulawula ukutheleleka nokusabalala kwe-TB (isib, amabhukwana, maphosta, ma-flipcharts, izifonyo, nil.) szibekwe endaweni ebondaka kalula esizindeni okuseishenzelwa kusona? Chaza ukuthi yiziphi iznsizazidngo esikiona?	Cha	Yebo	
1.4. Ingabe kule kota edule ziholiwe izinyathelo ezikhona zokulawula ukutheleleka nokusabalala kwe-TB? Una kuhkona izinklinga zizveziwe, yiziphi izinyathelo ezithathwe?	Cha	Yebo	
1.5. Ingabe abasebenzi baqeqestiwu kulezi zinyanya ezintatu ezedulel mayelana nokulawula ukutheleleka nokusabalala kwe-TB? Yikuphi ukuleqeshwa okuhlinzeke?	Cha	Yebo	
1.6. Ingabe okungenaneni amakhasimende angama-98% kumakhasimende esewonke ahliolive ehlolewa izmpawu ze-TB (ngokwetomu ie-CT)?	Cha	Yebo	
INANI ELIPHELE			
2. Izlawuli zokuphatha: Amasu okunciphisa ukukhlgizwa kwezhvalmagciwane erisabalala amagciwane ngomoya:	1	2	
2.1. Ingabe amakhasimende ahliolive engenkathi engena esizindeni sakho ehlolewa ukukhwehela? Una impendulo thi Yebo, yiphi inqubo elandeliwe?	Cha	Yebo	
2.2. Ingabe anikezwe xini amakhasimende akhwelebayo izifonyo/oramathishu ngenhlosu yokunciphisa izithvalmagciwane erisabalala amagciwane ngomoya?	Cha	Yebo	
2.3. Ingabe babekwe eduhuwi labo okusolwa sengathi bane-TB ukuze kuginisiekisa ukuncishiswa kwezhkathi zokulindes nomake bahlinzeke ngezfonyo, ngenkathi besalindile? Una impendulo thi Yebo, chaza inqubo elandeliwe.	Cha	Yebo	
2.4. Ingabe kumanagumbi ahlikile futhi angenisa unooya aseishenzisela ukugoda isikhwehela kumakhasimende okusolakala sengathi ane-TB?	Cha	Yebo	
2.5. Ingabe adilisewiwe kungakapheli iwiki lawo makhasimende amasha okungenaneni angama-80% ananasampula ahliolive abonisa ukuthi ane-TB, njengoba lokhu kunqinywe ngokocwaningo-kuhluwa ovedule?	Cha	Yebo	
INANI ELIPHELE			

Isithasiselo 30 siyaqhube ka

3. Izilawuli zendawo okusetshezelwa kuyona: Amasau okususa notuqeda izithwalmagciwane ezisabalaisa amagciwane ngomoya emva kokukhidzwa:	1	2	
3.1 Ingabe ayavuleka wonke amafasitela esizindeni sakho/kwikharaveni? Uma kungenjalo, nikeza iminilingwane yadiku.	Cha	Yebo	
3.2 Ingabe wonke amafasitela esizindeni sakho/kwikharaveni ahlaea evuliwe njalo ngezikzhathi zonsebenzi?	Cha	Yebo	
3.3 Ingabe ungena kalula umoya kuzo zonke izindawo lapho kudulula khona amakhasirinende esizindeni se-HTS?	Cha	Yebo	
3.4 Ingabe ikhona imishini eseshenziswayo yokungeniswa umoya (ama-fans, nama-aircon)?	Cha	Yebo	
INANI ELIPHELE			
4. Izilawuli eziqondene nomuntu: Amasau okunciphiisa ubungozu botuhogela izithwalmagciwane ezisabalaisa amagciwane ngomoya:	1	2	
4.1 Ingabe abasebenzi bayahiolwa ngenhiloso yokubheka ukuthi abanazo yini izimpawu ze-TB? Uma imperiendulo ithi yebo, bahloliwa kaniani absesbenzi futhi lokuti kwenziwa nini futhi katingi kangakanani?	Cha	Yebo	
4.2 Ingabe abasebenzi bayasazi isimo sabo se-HIV? Bangaki ngokwampaphesenti?	Cha	Yebo	
4.3 Ingabe bake baqe gesthuwa abasebenzi mayelana nokulawulwa kokuthleleka nokusabala kwazifio? Bangaki ngokwampaphesenti?	Cha	Yebo	
4.4 Ingabe bezikhona a kule nyanga edlule izifonyo zokuphefumula ezibizwa ngama-N95 i respirators?	Cha	Yebo	
4.5 Ingabe kule nyanga edlule abasebenzi bebewasebenzisa ngaso sonke isikhathi ama-N95 respirators uma kunkhasimende elikwiwehlelayo?	Cha	Yebo	
INANI ELIPHELE			
Ukuphawula okwengenze:			

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