SANS 16001:2013
WELLNESS AND DISEASE MANAGEMENT SYSTEM
(INCLUDING HIV AND TB)
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Introduction –

- Organizations tie worker productivity directly to health care issues. Furthermore it is believed that traditional approaches to the current health care crisis are misdirected. These traditional efforts are more reactive than proactive, i.e. they wait until after the employee has been stricken with illness or injury and then pay for the necessary treatment, and recovery.
- In response to the HIV and AIDS pandemic in the early 1990s, organizations actively implemented HIV and AIDS programmes to manage the organizational, operational and individual health risk posed to them, by implementing strategies of awareness which sometimes showed no positive difference.
• Of recent times organizations have embarked on integration and coordination of services, thereby promoting pro-activity and early identification of employees with health challenges.

• This Wellness and Disease management system was initially developed as an HIV and AIDS management system, (AMS – HAMS) where, the main objective being to combat the HIV and AIDS pandemic.

• Since its publication in 2007 the MS was not very successful to make an impression on either the public or private sector, because it was seen as a one dimensional standard.
• Stakeholders indicated that there were other diseases as deadly as HIV and AIDS. It was therefore recommended that the revised version should generally include and address challenges experienced at the workplace.

• The new title is therefore - Wellness and Disease (including HIV and TB) Management System.
ROLE OF SABS

• The SABS is, in terms of the Standards Act, 2008 (Act No. 8 of 2008), the national institution for the development, maintenance and promotion of South African National Standards.

• The affairs of the SABS are governed by the Board of the SABS, whose members are appointed by the Minister of Trade and Industry.

• The mission of SABS is to provide standards and conformity assessment services to industry to enable the efficient functioning of the economy.
The mandate of the SABS, as stated in the Standards Act, include the following:

- Develop, promote and maintain South African National Standards (SANS);
- Promote quality in connection with commodities, products and services; and
- Render conformity assessment services and assist in matters connected therewith.

SABS is an accredited certification body – SANAS

Certification Process:

1. Application / contact – the organisation as a prospective client, makes contact with and applies to the SABS for certification to the WDMS.

2. Pre-Assessment Visit / IIV (Initial Informative Visit), is conducted at the organisation’s premises.

3. Stage 1 Audit conducted by an audit team, of subject matter experts.

4. Non conformances raised by the auditor – and attended to by the organisation.

5. Assessment Audit – Stage 2 conducted. (Clearance of findings, and further assessment of entrenchment of the management system). Non conformances raised and attended to by the organisation – on / off site.
Certification Process Continued:

6. Audit team recommendation to SABS Approvals Board – assess and recommend organisation for certification.

7. Certification to WDMS is awarded and is valid for 3 years

8. Annual surveillance Audits are conducted during the period of certification

9. Recertification Audits, will be planned and conducted on the third year, nearing the expiration of certification, to assist in the continuation of the certification.
Implementing the Wellness and Disease management system will:

- Demonstrate organisational commitment to the wellbeing of the employees
- Enhance the organisational image in terms of social responsibility
- Develop the skills and capacity of the wellness committee, managers, peer educators, clinic staff, first aiders, health and safety representatives, etc.
- Give the organisation good data and statistics on the health determinants and burden of disease within the organisation with which to strategise and where to focus their efforts
Implementing the W & D Management System will:

• improve the quality of life for employees by preventing and minimizing the effects of non-occupationally diseases through integrated health care at work.

• Provide new insights into the state of non-occupationally induced illnesses within the organisation

• Help employees to change their lifestyle in order to achieve high levels of wellness

• Decrease healthcare costs, reduce absenteeism, and increase employee performance with a resultant increase in productivity
Benefits of AUDITING your Wellness and Disease Management system

• Ongoing monitoring and evaluation is carried out, thus..

• Outcomes and impacts are measured

• Return on investment is measured

• Continual improvement of the system is ensured
Succees / Challenges

• This new edition of the WDMS was developed to assist, encourage and support organizations to implement minimum standards for a Disease Management System with a philosophy of continual improvement.

• The success of disease management depends on commitment from all levels and functions of the organization, especially from top management.

• The benefit will also be the management of non occupationally induced illnesses.

• The quality of life of the working class is a major challenge for both public and private sector, and absenteeism remains high. The working class continues to spend most of their hard earned salaries on medical costs.
THANK YOU
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