



**African Population and  
Health Research Center**

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November 20, 2020







**African Population and  
Health Research Center**







Our People. Our Strength. Our Success.



African Population and  
Health Research Center

# African Population and Health Research Center (APHRC)

- Vision – Transforming lives in Africa through research (since 2001 - HQ in Kenya, Registration in USA; 501(c)3 status)
- Values – Excellence, Integrity, Fairness
- Team – Multidisciplinary and multicultural
- Staff – 156 staff from 13 countries, 54% female, 46% male, 42 PhDs, 53 Masters
- What we do – Research, Research Capacity Strengthening, Policy Engagement and Communication
- Projects - 90 in 30 countries across Sub-Saharan Africa
- Funders – Over 60

# APHRC Workplace Wellness Program

- Safety and health policy (guided by OSHA) since 2008 – approved by Board and updated every 3 years or earlier if need be
- Safeguarding and related policies
- Health & Safety Committee
- Employee Assistance Program
- Staff involved in policy formulation, open fora, staff meetings, onboarding etc.
- Leadership involvement – budgeting, participation in activities
- Culture shift program – 3 areas of focus (Work life balance, silence, excellence)





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# Physical Work Environment





Reception



Meeting Room





Corridor to Offices



Seating area at the end of corridor





Open field for games, outdoor functions



Restaurant



Out door seating areas  
(Multi purpose)





Training / conference room



Fire extinguisher next to the  
server room



Open plan office space





Closed office



Meeting room

# Physical work environment ...

- Clean and serene
- Tobacco free
- Recycle water
- Consideration for PLWD – restrooms, ramps, auditorium
- \*WHO Covid-19 guidelines enforced since March 2020





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# Psychosocial Environment





# Work hard, play hard!

## Staff retreat, 2018



# Culture shift retreat 2019







## Retreat



Walking our talk  
and reducing our  
NCD risks  
Sports Day  
June, 2018





# Sports afternoon to bond







Gym - 2019



Crèche – July 2020

Celebrating  
achievements,  
special events



# Staff Speak





Staff Satisfaction and Engagement Survey Drive Areas	2018	2015
Mission, Vision, Values	83%	80%
Work Environment, Tasks, Work Style	75%	71%
Leadership, Management, Supervision, and Co-Workers	74%	72%
Communication and Engagement	72%	65%
Teamwork	72%	73%
Performance Management and Productivity	68%	67%
Systems, Policies and Practices	63%	65%



# Psychosocial environment ...

- Employee assistance program – counselling services
- Weddings, baby showers
- Funerals
- Health talks – mental, social, financial, vocational
- Happy hours



# Psychosocial environment ...

- Enabling policies e.g.
  - 24 days of paid time off
  - Flexi-time
  - Crèche
  - Travel with infant up to 12 months, nanny paid for
  - Nursing mums work less hours until baby is 6 months old
- \*Regular check-ins – Managers, HR team and ED calls to staff



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# Personal Health and Wellbeing



# Personal health and well being

- Health insurance - US\$20k (per family) including annual check-up and vaccinations, BP checks from HSH unit, dental and optical
- Discourage emails after 5pm and on weekends
- Employee Assistance Program
- Gym (at the office and outside)
- Football club
- Quiet room
- \*Movers club
- \*Urban farming club for organic food





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# Enterprise-Community Involvement





APHRC football team  
participating in a  
corporate  
tournament





## Covid-19 CSR Response







Free medical camp



Donations to a school

# Enterprise/Community Environment ...

- Marathons – Beyond zero, Luquluqu, Standard Chartered Bank
- Clothes and food donations during fires at informal settlements
- \*Webinars (16), TV talks (4) and research on Covid-19 issues
- \*Covid-19 support to communities

# Enterprise/Community Environment ...

- Staff serve as reviewers of scientific journals and on Boards
- TV and radio talks on pertinent health and development issues even before the pandemic
- NCD support to research communities
- Partnered to launch the continent's second human milk bank in Nairobi



# Awards and recognition

- 2015 – United Nations Population Award for outstanding contributions to increasing the awareness of population issues and their solutions
- 2016 – Ministry of Health Certificate for ‘outstanding support for breastfeeding women at work’
- Multiple times - Recognition as global think tank on health issues

# Evaluation and Continuous Improvement

- Incremental things in 2020 - crèche, response to pandemic
- Leadership commitment through funding and participation
- Physical environment – maintenance checks
- Psychosocial environment – regular staff satisfaction surveys
- Personal health – annual medical check-up, health insurance
- Next steps
  - M&E -get other measurements of impact of our program
  - Fundraise to expand the program



- Covid task force formed - bi-weekly meetings since March to keep staff and research community safe
- Support to staff
  - Infection control and prevention items, internet
  - Talks on mental, physical, social, financial and vocational health, self care, counselling
  - ED coffee breaks, 2-3 days monthly paid time off
  - Covid-19 test and treatment for staff and families
  - Training managers on leading virtual teams
- Webinars/TV talks on Covid-19 issues, research
- Guidelines – WfO, Training, data collection, community engagement



# Health and Safety Committee





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# THANK YOU



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