



Ms. Lillian Okoth, Human Resource Manager

Dr. Abdhalah Ziraba, Research Scientist and Head, Health and Systems for Health Unit November 20, 2020









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)

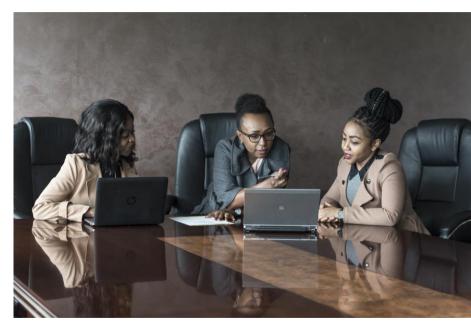


Physical Work Environment





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



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

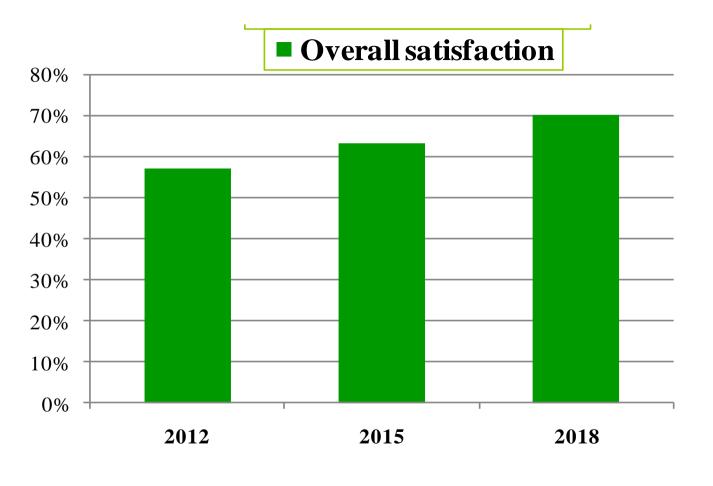


Staff Speak





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



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



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



















THANK YOU





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