

Linzi Smith

ETC (Education, Training and Counselling)

Ars longa, vita brevis". 'The work is long, the life is short'. SANS 16001:2007

About the Author

Linzi Smith has qualifications in:

1. Nursing & Midwifery – Addington Hospital;
2. Community Science – DUT (Durban University of Technology);
3. Education – UKZN (University of KwaZulu Natal);
4. Psychiatry – UKZN;
5. Management of HIV in the workplace – Stellenbosch University
6. Currently studying Corporate Psychology with UNISA.

She has work experience in both the public and private sector (22 of which included the management of HIV interventions).

She coordinated the HIV programme for Local Government in KZN for 14 years.

Linzi founded ETC (Education, Training & Counselling) in 2001. ETC provides HIV & AIDS, Health, Wellness and Life Skills related consulting, training, testing, counselling and auditing.

Linzi is the Managing Director of ETC. She developed and is involved in all aspects of the ETC services.

She is currently the only Lead Auditor for the newly developed SANS 16001:2007 HIV workplace standard.

She is a member of SABCOHA (South African Business Coalition on HIV and AIDS) and is involved in the SABCOHA Research and Quality Control sub-committee as well as the special Prevention of HIV interventions 'Think Tank'.

Linzi is a member of the JHB chapter of the HIV Clinicians Society.

She is also an Ashoka Fellow (A fellowship of International Social Entrepreneurs) for her work in the HIV & AIDS field.

Abstract

OUTLINE OF PRESENTATION:

1. Reasons for the development of the HIV & AIDS Management Standard – SANS 16001:2007
2. Overview of the Standard
3. Scheme criteria for certification as a SANS 16001:2007 auditor.

PROBLEM STATEMENT:

1. Reasons for the development of the HIV & AIDS Management Standard – SANS 16001:2007
A background to the problem within the SADC region and within the workplace is discussed.

- HIV & AIDS workplace impact mitigation programmes have been implemented in the SADC region for the past 15 to 20 years.

- Return on investment and outcome and impact indicators have not been satisfactory and in this financial climate, senior management are unhappy about continuing funding interventions that show minimal return on investment, outcomes and impacts. **APPROACH:**

2. Overview of the Standard

Headings (only) of each clause will be shown during the presentation

FINDINGS:

Issues around some of the clauses will be discussed – these issues were identified either during the Implementation of the scheme or auditing against the scheme over the past year.

IMPLICATIONS:

3. Scheme criteria for certification as a SANS 16001:2007 auditor.

The SANS 16001:2007 scheme committee followed the SANAS and SAATCA criteria for the development of the minimum requirements of a SANS 16001 auditor. The minimum criteria will be discussed as there were some individuals and organisations who would have liked their existing 9001, 14001 or 18001 to attend a SANS 16001 course and be registered as SANS 16001 auditors. The Generic SAATCA minimum standards for auditors have to be complied with AS WELL as the scheme specific (SANS 16001) criteria. There has been some discontent in this regard. This issue will be explained.

CONCLUSION

Unless a SANS 16001 auditor is adequately experienced, educated and trained, there will be a minimal value add to the client and the problem of poor outcomes and impacts and return on investment will continue. The SANS 16001 scheme may therefore not be utilised by organisations/clients and workplace HIV & AIDS programmes will continue as in the past.

We are all familiar with the adage: "If you always do what you've always done – you'll continue to get what you've always got"

Auditing is about continual improvement and cumulative gains.