

**NDLOVU
CARE GROUP**

NDLOVU CARE GROUP
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2016 - 2017

**NDLOVU
CARE
GROUP**

HEALTH
CARE
PROGRAMS



COMMUNITY
DEVELOPMENT
PROGRAMS



CHILD CARE
PROGRAMS



RESEARCH
PROGRAMS



REPORT

ANNUAL



Ndlovu Care Group's
VISION

Providing opportunities and hope through innovative Healthcare, Childcare, Community Development and Research.

Ndlovu Care Group's
MISSION

Ndlovu Care Group advances rural communities, with

- ~**Child Care Programs**~ Ndlovu Child Care Programs focus on a range of services aimed at promoting normalised development and ultimately, from cradle to adulthood, produce healthy, employable, responsible South Africans;
- ~**Community Development Programs**~ Various facets of Care and Development are escalated one step at a time as per the Maslow Hierarchy of Need
- ~**Community Health Care Programs**~ Ndlovu Community Healthcare Programs are designed towards prevention, rather than treatment of compromised conditions;
- ~**Research Programs**~ Internationally supported academic research and research trials are conducted in this rural setting to contribute to answers concerning the various medical and social conditions associated with poverty and disadvantaged communities.

The NCG Model represents the South African Government multi-sectorial response to the HIV epidemic.

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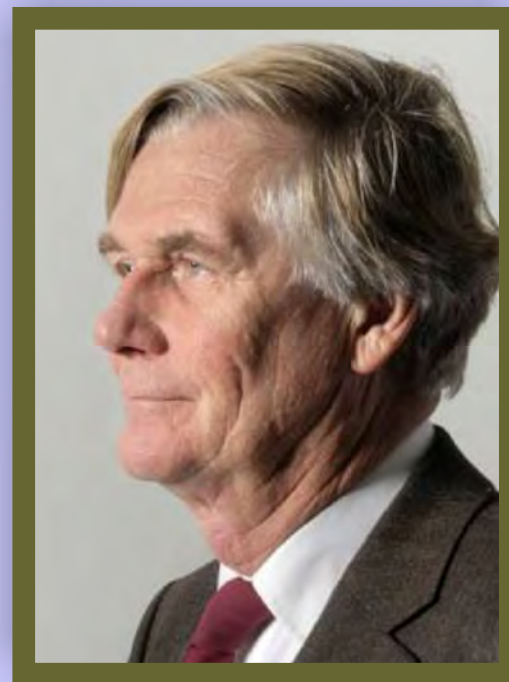


Prof Geert Blijham
Chairman of the Board

In the 2016-2017 year the Ndlovu Care Group had to prepare itself for the handlig over of the Bhubezi clinic to the Mpumalanga Department of Health in 2017. NCG did this with sadness in its heart as Bhubezi was for many years an important part of what NCG tries to achieve: state of the art treatment of HIV patients and systems support strengthening to the clinics surrounding Bhubezi. The NCG Board and Management together with the Bushbuck Health & Wellness Trust can only hope that our efforts will be continued with the same drive for good patient care.

But there was also good news, in fact, a lot of good news.

The opening of the Bloempoot Chill Hub, a comprehensive Child Care Program covering programs "from Cradle to Adulthood", and the start of the Community Rehabilitation Centre for Disabled Children in Phooko, near Elandsdoorn, are fine examples of our ever deepening involvement in community care.



At the same time major achievements can be reported from the research domain with Hugo Tempelman as co-author of an article in the number one scientific journal in the world, the New England Journal of Medicine. This article reported about the study with an HIV Prevention vaginal ring. The next study on anti-HIV vaccination, in cooperation with HVTN, is already in preparation. The Ndlovu Research Consortium continued with the epidemiological cohort study.

So, major achievements in the community care and research area, but concerns about the health care domain. It can be anticipated that these concerns will continue as long as the South African health care system is under construction.

We, as Board of Ndlovu Care Group, have to look forward to another year of challenges but, more importantly, want to thank all NCG funders, donors, employees and volunteers for their tremendous commitment to our common cause: a better life for the people in this rural part of South Africa.

Geert Blijham
Chairman of the NCG Board of Trustees



Dr Hugo Tempelman
CEO



Another year has passed by without the space to breathe properly..... Ndlovu Care Group remains an NGO with an enormous expansion power.

The Medical Programs are well on their way and serve a large population with quality care on all levels. Many qualitative changes have taken place this year with only one negative decision that needed to be taken.

Bhubezi CHC, a cooperation between the Bushbuckridge Health & Wellness Trust (governed by Anglo American Thermal Coal and Virgin Unite) and Ndlovu Care Group has been successfully handed over to the Mpumalanga Department of Health. A sustainable solution for a Public Private Initiative servicing the community of Lillydale, Bushbuckridge for the last ten years. Ndlovu Care Group hopes that the Department will continue in the same spirit and quality to deliver the services to this so under-privileged community.

Ndlovu Care Group ExCo would like to thank the Bushbuckridge Health and Wellness Trust for the trust confidence and loyal support they had in NCG over this decade. Sir Richard Branson, Dr Brian Brink and all team members from VU and AATC, it was a pleasure and honour to work with you on this important life and community changing program.

The Ndlovu Care Group 24-hour service for Maternity and Palliative HIV/AIDS Care has closed down due to the fact of cost. Opening its doors in 1999 as a Maternity unit with a unique protocol for the reduction of HIV transmission from mother to child, the Columbine Maternity Clinic was allowed to close its doors as this unique protocol is now mainstream in all public health facilities in the country. Besides that, two more Department of Health clinics have opened in our vicinity so the services will remain available for our community.

The reporting period saw many changes and expansions in the research field and the Audiology Program will move from a container based clinic to the renovated 24-hour clinic. The 24 hour clinic will house an expanded Pharmacy with a research unit, the Ante Natal Clinic, the Audiology Program, and the Cervical Cancer screening, diagnosis and treatment Program.

The research Facilities are to be expanded with a new 1000m2 Ndlovu Research Centre and Laboratory which is well on its way to be a top notch facility, fully solar powered, with an ultra-modern research laboratory included. Besides the academic research which is ongoing, NCG negotiated a new Trial which we are very proud of. NCG will shortly engage in the HVTN trial network contributing to HIV vaccine research. This is a four-year program with possibly more trials to come.

In the Child Care Programs an important expansion took place. NCG has expanded its work with a Community Rehabilitation Program for Disabled Children developing a concept for "help to self-help".

Disabled children are evaluated on their needs on an individual level and assistance/therapy is applied through our team of Occupational Therapists and Community Health Workers. Caregivers of disabled children are trained how to take care with better Awareness, Knowledge and Skills. Households are adapted to facilitate this improved quality of life of the disabled child (walking frames, wall-supports, specialised utensils, bedframes, wheelchair ramps, etc). Communities are made aware of the disabled children and stigmatisation of the families is discussed. Improved acceptance of disabled children is facilitated and much needed. It is NCG's intention to construct three units over the period 2018-2019 in order to build up numbers and proof of concept. This program could become very valuable on a National Level.

The cooperation between NCG, Tjommie Foundation and the Tempelman Stiftung Germany becomes stronger by the year and is it fantastic to feel so supported.

It is not only those two support structures we have to honour: all donors are important to us. The People Postcode Lottery in the UK supports mainly our Head Office but also fills the gaps where needed. The PPL is a very important strategic partner.

Many donor organisations make it possible that Ndlovu Care Group is what it is: a community based organisation that brings the opposite worlds a bit together and brings relief to those who are most vulnerable in rural South Africa.

Ndlovu Care Group has a total employment of 206 staff-members of which 107 (64%) is female, 58 (34.7%) is below the age of 35 and 149 (89%) are African employees. Local empowerment, gender equality, career development of local African employees to fit the job and socio-economic upscaling are in the forefront of Ndlovu Care Group's HR policy and implementation strategy. Female representation in senior management is 7/12 (58,3%) at NCG.

This team makes it all possible and I show daily my respect to them. The task is not easy. It is topsport in a rural setting.

I also would like to mention our Board of Trustees who completely un-remunerated make themselves available as guardians of our governance. They are Top Managers from South Africa and the Netherlands who completely, without any financial interest make their skills available for Ndlovu Care Group.

Employees, Management, EXCO and the Trustees, thanks all of you who contribute towards the upliftment in our area. Through this collective of people our beneficiaries can enjoy the service delivery supplied by Ndlovu Care Group.

Hugo Tempelman
November 2017



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Governance



Nlovu Medical Trust, trading as Ndlovu Care Group (NCG) is directed by a Board of Trustees which guides NCG principles of good governance and are advisory to the CEO and the CFO. The CEO is responsible for the execution of the strategic vision of Ndlovu Care Group and the CFO is responsible for financial accountability of all operations.

Based upon the Trust Deed, the major duties for the Board of Trustees of NCG are:

- Govern the organization by broad policies and objectives according to King IV governance guidelines;
- Deciding about and supervising the implementation of the mission and vision of NCG;
- Address issues that may negatively affect the reputation and the continuity of the organization or the well-being of its employees;
- Ensure effective organizational planning as well as effective and responsible financial and risk management;
- Approve the annual budget, important alliances and any other action that might influence the goals or the continuity of the organization;
- Assist and support the executives in the internal management of the organization and in obtaining adequate external funding;
- Look upon fair and effective human resource management;
- Hire, assess and dismiss the executives and determine their salaries.



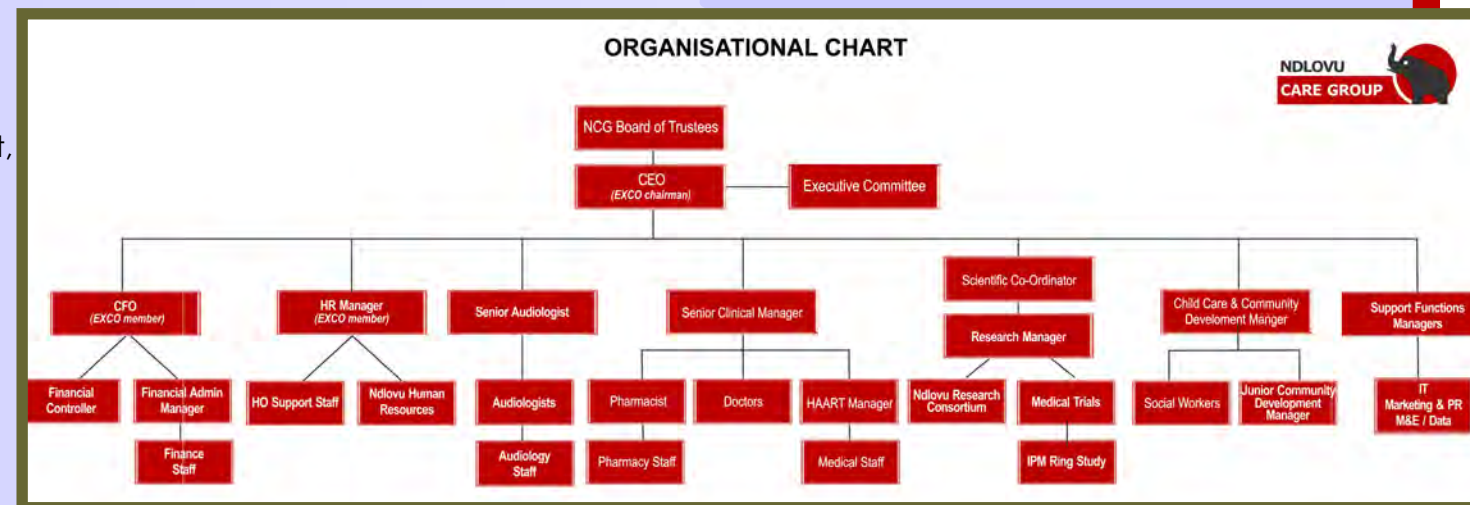
The Executive Management Committee (EXCO) - consisting of CEO Dr Hugo Tempelman, CFO Lourens Duvenhage, and HR Manager Poppy Mashamaite - manages challenges, consider and evaluate strategies. The EXCO additionally ensures that a thorough risk assessment is performed at least annually. Emerging risks are assessed and mutually managed when identified. The team's expertise is representative of the management requirements of NCG. When the need arises for expertise beyond the EXCO's proficiency, independent program-experts are consulted.

The King III values as guidance to good governance are practiced by NCG Management. Updated values with specialized NGO guidelines should soon be available when the updated King IV is presented.

Ndlovu Care Group's central financial office is under full control of the CFO. The CEO governs all the aspects of fund-raising and the CFO has full responsibility for management of funds. KPMG and De Loitte & Touche annually audit the Ndlovu Care Group financials. Transparent reporting, compliant with individual donor requirements has secured donor loyalty to Ndlovu Care Group and endorses the integrity of its financial governance.



Ndlovu Care Group is legally registered as Ndlovu Medical Trust, Trust registration: IT 10961/99; Non-for-profit Organisation: 019-524-NPO; Public Benefit Organisation exemption number 930-002-417-PBO



Ndlovu Health Care Programs

Briefly 2016 - 2017

This reporting period has seen significant changes of the Ndlovu Health Care Program's physical structure. The most controversial of these were firstly the closing down of the Columbine Maternity Clinic after 18 years of service excellence. The second is the eminent hand-over of Bhubezi Medical Centre to the Mpumalanga Department of Health. This comes after service delivery of merit for exactly a decade.

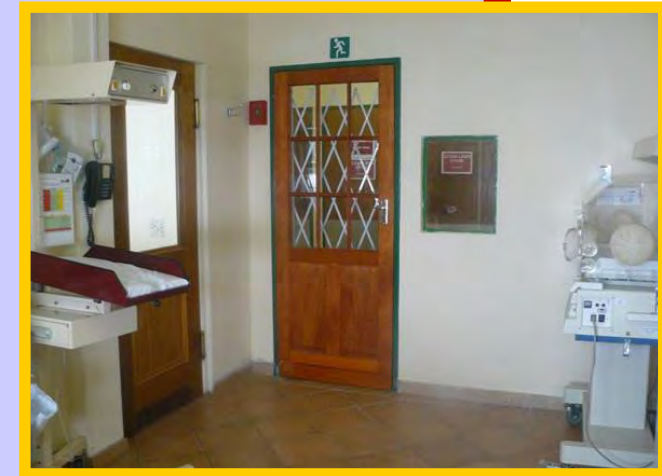
Contrary to these changes, the quality of health care has reached an all-high level during this reporting period. This was due to various factors, which included the integration of health care with research studies at the Elandsdoorn site and the excellent outreach activities done by the Bhubezi Technical Assistance teams...

About the Columbine Maternity Clinic

The closing down of the Columbine Maternity Clinic (CMC) meant that all maternal deliveries and palliative care services were closed down and patients were referred to Philadelphia Hospital. This is a set-back mostly for the palliative care patients who often came to the Ndlovu unit after being discharged from hospital with the message "go home and die". Although mortality was high among the palliative care patients, a 63% survival rate prevailed with continued care in the Ndlovu HAART Program. The maternity services will not suffer much as two clinics within the vicinity now offer 24 hour maternity services.

The Columbine Maternity Clinic is currently under construction to transform the building into a specialty clinic. To follow is what is planned for the renovated building:

- An Institutional Pharmacy with a research unit in it that will allow the Ndlovu Research Program to perform the HVTN 705 trial which requires blinding (or research concealing). Hence, the vaccine and the placebos will be prepared in an enclosed section of the Pharmacy.
- The Audiology Department will be removed from the container currently in use, to the new rooms in the old CMC Building.
- The renovated building will provide Primary Eye Care.
- The building will also be utilized for the Ndlovu Cervical Cancer Screening, Diagnosis and Treatment Program. The need for women's health services is growing. Approximately 40% of women have CaCx changes in the PAP Smears. To this avail Ndlovu performs colposcopies and the LETTZ laser program, providing a curative program for most of the women with cervical cancer changes who we diagnose within our ARV program. The program has also become an expert program and referral site for clinics in our vicinity..



823 Children born from HIV positive mothers were HIV negative at birth

.... all of these mothers received PMTCT treatment at the Columbine Maternity Clinic in its years of service...



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Ndlovu Medical Services

the bhubezi community health clinic



About the Bhubezi Community Health Clinic - hand-over

After a long period of negotiations, the handover of Bhubezi Medical Centre to the Department of Health with as target date of 1 April 2017 is set and fixed.

- Main issues to negotiate were resolved amicably
- All employees will be absorbed into the Department of Health and Right to Care. The take-over will be realized without retrenchments, and with satisfied unions and employees;
- An asset verification team consisting of employees of Ndlovu Care Group and the Department of Health, supervised by an independent asset management team of KPMG Nelspruit (financed by the Bushbuckridge Health and Wellness Trust) described and verified all assets. All was barcoded by the DoH and supported by a verification list from KPMG. In principle it has been agreed that all assets (around R3.5m) which are not fixed will be handed over to the DoH without any compensation, fixed assets in the form of the clinic building were also donated representing a value of approximately 22 Million Rand.

Anglo American Thermal Coal, Virgin Unite and Ndlovu Care Group have served the community of Bushbuckridge, Lillydale for exactly ten years with a very sustainable outcome: transfer into the Department of Health with a full complement of employees and no loss of resources. Over 15 000 HIV patients were initiated on ARV's of which the DoH took over 3 800 in-care patients; the Bhubezi Technical Assistance Program provided support to 24 surrounding clinics surrounding. This program was a major contribution from Ndlovu Care Group (supported by Right to Care) towards the upliftment of the public health services in the area. The main purpose of the assistance was to provide hands-on support in implementing the Ideal Clinic Principle; a principle of adherence of clinics to the service delivery principles of Batho Pele as a key strategy for the transformation of Clinics in rural settings. During the two years that this program existed, the changes were evident; major Clinics with an initial score of 20 – 30% improved to 60% or more.

The Bhubezi investment has made an impact, saved lives and is handed over in prime condition to the Department of Health who now has to continue the good work. All partners can be very proud of this achievement. Ndlovu Care Group would like to thank the Bushbuck Health & Wellness Trust for the trust they put in Ndlovu Care Group and the support given; a true social investment with a solid partnership between cooperates the NGO and the Department of Health, resulting in a sustainable outcome and thousands of lives saved.

Business as usual

HCT and Health Care services were offered consistently throughout the reporting period at both clinics. Both facilities were signed-off as official Tier.Net users at Level 6. This is a big achievement as the facilities will now be able to report on all indicators.

The facilities continue to support the DOH in the implementation of the UTT (Universal Test & Treat). The down referral site is currently a fast lane option chosen to decongest the facility and it has been improved to accommodate more patients. The facility is ready for further guidance from the DoH on how to start adherence clubs. An SMS system is used to send patients reminders a week before their clinic visit date and reminds them soon after they missed their visit date. Patients that default treatment are traced through SMS and later with a home visit, with a record 80% rebooking rate. Defaulters who stated that the cost of transport were their reason for defaulting, are issued with referral letters to access services in facilities that are closer to their homes.

Both the Ndlovu Medical Centers have scaled up TB screening to include children, pregnant mothers and PHC clients as part of intensified case finding. Local support groups cooperate with NCG to provide DOTS to TB patients.



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Ndlovu Health Care Programs

audiology



Audiology

The Ndlovu Audiology Department, as part of the public-private partnership between the Witwatersrand University Audiology Department, Oticon Denmark and Ndlovu Care Group together with the Department of Health and Social Development, offers services in four government-run primary health care clinics. The New Born Screening program continued to perform well. 67% of infants born were screened within the first 10 days of their lives. This is a remarkably good result considering that the HPCSA guidelines state detection for newborns to be done at least within 3 months.

The School Health Audiology Program continues as does Clinical Audiology services. The program offers a school health program where first screening is conducted on grade R's. Follow ups are done on Gr 1-3 learners. 873 learners have been reached through the school health initiative. The Ndlovu Wits Audiology Team has been given the opportunity to use SA's first national test to conduct hearing screening on a smartphone. It's quick (approximately 2 minutes per complete screening), user-friendly and accurate, so more learners will be screened in a shorter space of time. It even checks and warns about background noise, enabling technicians to control noise levels. Several field trials are currently underway in schools and primary health care settings. Findings demonstrate screening outcomes equivalent to the current gold standard. The user-friendly interface and affordability opens up new models for early access to hearing loss detection within underserved communities. The Ndlovu Wits Audiology Team is one of the first to put it to the test.

Health promotion activities are held regularly including campaigns and talks to inform caregivers about the importance of hearing screening and two workshops were held for pre-school and primary school teachers.



The Ndlovu Dental Program

The Ndlovu Dental Program (made possible by the Netherlands foundation Zorg voor Elandoon), conducted several outreaches to schools and community members during this reporting period. NCG's preventative strategy is implemented holistically in all its programs and dental health is an important section of general health care.

Poor dental health influences school attendance, including school absences due to dental pain, infections that remain untreated influence the child's general health status, continuous pain influences academic performance at school and eventual employment prospects are influenced by the appearance of a candidate's teeth. In a community where costly dental care cannot be considered, prevention is the best cure, so to speak, and the Ndlovu Dental Program strives to screen all school children in the target area at least once a year. Patients (children and adults) are treated whenever possible, comprehensive oral hygiene and dental care workshops are conducted during outreaches and in cases where major treatment is advised, patients are referred for treatment. During these outreaches, the Ndlovu Dental team distributes toothbrushes and toothpaste when possible.

The partnership existing between the Dental Care Project and other programs, is an integral part of the model developed by NCG. Receiving referrals from and giving referrals to other Ndlovu Programs enable our Child Care Program to provide a comprehensive range of services to children in crises.



dental program



Ndlovu Child Care Programs



Briefly 2016 - 2017

The immediate and urgent need for at least one more Nutritional Unit (NNU), Pre-School & Chill Hub was noted for the severely underserved Bloempoot area and the resultant Ndlovu Bloempoot Mini Campus was constructed and taken into use during January 2017.

Within the last two months of this reporting period, in January and February 2017, 94 children enrolled in the brand new Joseph Mafiri Pre-School that is part of the Ndlovu Mini Campus. With a capacity for a 120 children, this was very gratifying. The NNU was functional and 14 malnourished children were enrolled with their caretakers, the IT school at the Chill Hub enrolled their first 16 students, the home work classes are well visited and the Social Worker is fully involved in the community. The models for the NNU and Pre-School are evidence based and copied from Ndlovu's existing nutritional programs and ECD schooling for children. The Bloempoot Chill Hub follows the exact model of the Elandsdoorn Chill Hub, which has a record of proven and ongoing successes.

The motto of the Mini Campus is "from Cradle to Adulthood" reflecting Ndlovu Care Group's alignment with the Maslow Hierarchy of Needs, to steer children enrolled in the various Ndlovu Child Care programs towards achieving self-actualization and become healthy, responsible and employed South Africans.



In character with the before-mentioned, the Ndlovu cultural programs held a number of pleasant surprises, with the Ndlovu Youth Choir exceeding all expectations, an excellent Jazz Band, which is now independent and accompanies the Choir, a top of the range recording studio has the youngsters in Elandsdoorn buzzing with delight and creativity and the Drama Club is gaining more and more impetus.

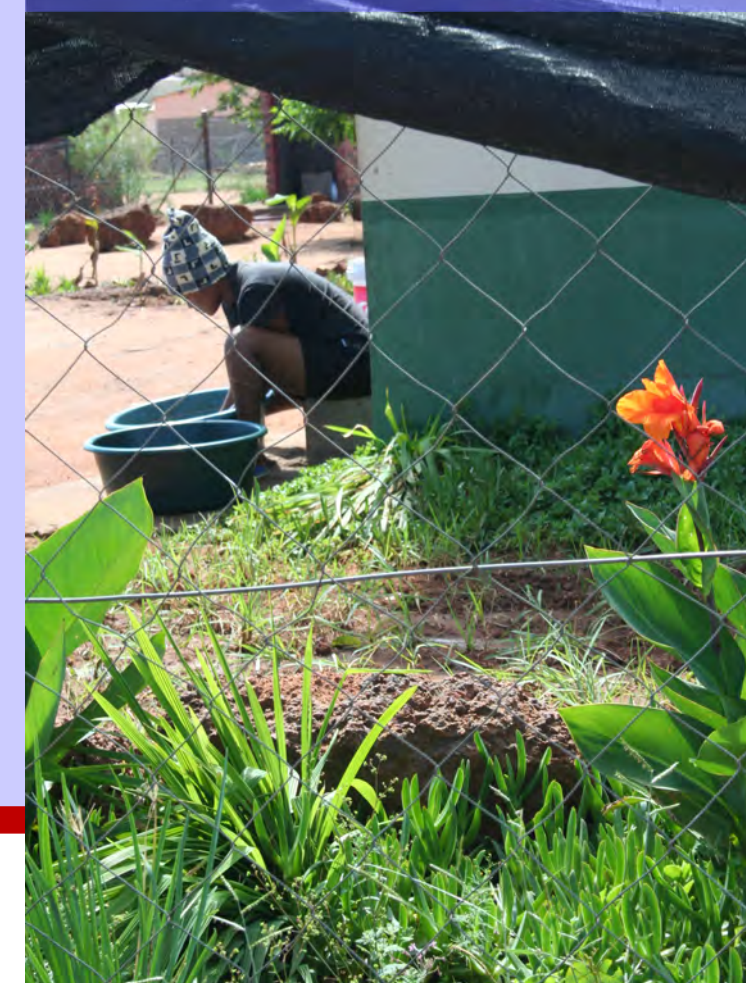
The Ndlovu Sports Program has also seen youngsters tackling and loving a number of new activities, including kick-boxing, introduced to them by volunteers from abroad. Some of the enthusiasts have taken ownership of these activities and the Sports Programs was able to offer classes in most of these disciplines. Our ambassador for the Clipper Around the World Competition, captured and charmed audiences with her tenacity and courage.

The Child Headed Households have seen a few poignant successes of young people grabbing opportunities on with both hands towards reaching self-actualization. 60 of these families benefitted from donated food hampers, blankets and school uniforms.

Following this unmistakable pattern of growth, the Ndlovu Childcare Programs showed steady development and the achievements of young people in the programs are satisfying and wondrous evidence of what can be achieved with intelligent interventions.



culture, sports & child headed households



Ndlovu Annual Report 2016 - 2017



Ndlovu Child Care Programs

ndlovu nutritional units & pre-schools



Ndlovu Nutritional Units

An average of 70 children per month attended the 5 Ndlovu Nutritional Units. All children receive a compulsory medical assessment at admission which includes TB screening and hearing tests. Other follow-up visits are organized based on their status at the time of admission. Minor ailments are attended to at the Ndlovu Medical Centre. After discharge, follow-up visits are conducted by community health workers to identify possible weight relapse cases. No children were reported to have relapsed in this period. Lectures were offered to caregivers on life-skills training including topics on nutrition, hygiene, child abuse and food security.

Home food gardens were badly affected by the dry conditions. The Ndlovu Nutritional Units supply starter packs for first time food gardens. Communal food gardens, attended to by the surrounding communities are fortunately well watered by Ndlovu Water Projects and offer sustained produce during harsh and dry periods.

Ndlovu Pre-Schools

There are 4 Ndlovu Pre-schools, situated on the same premises as the NNU's, with a total of 274 children enrolled. Pre-school children follow an ECD curriculum to develop and prepare them physically and mentally for access to Primary School. The ECD program is managed by qualified teachers and is accredited by and follows the Department of Education curriculum.



Disability Centre

The proposed Ndlovu Disability Centre is due to open its doors during the first quarter of 2017. The principle of community based rehabilitation brings this service into the community. Not only will this centre facilitate families to attend, it will additionally contribute towards destigmatizing disabilities and mitigate cultural and common prejudices.

Three Community Health Care Workers working under the guidance of an Occupational Therapist and Child Care Program Manager, will do house to house assessments and reports, to estimate the severity of individual conditions and to plan the way forward.

NCG is ready to roll out this program with two more units as soon as operational funds can be accessed. The need for these Community Based Disability Rehabilitation Centres is there; families with disabled children in our community are doubly handicapped; they have their personal poverty to contend with in a societal poverty which can hardly offer support them.



ndlovu community rehab centre for the disabled



Ndlovu Child Care Programs

the chill hub after school program



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The Chill Hubs and After-school programs

The different facets of the Mini Campus are developing very fast, as the demand grows by the day. The Bloempoot Computer School was developed on the same user-friendly principles of the Elandsdoorn Computer School which has developed phenomenally since first opening its doors in 2001.

The Ndlovu IT Training (NITT) offers computer courses at both facilities to adolescents and community members, equipping them with the chance to enter the mainstream workforce.

The Chill Hub served as a centre of communication for University of South Africa (UNISA) students living in the NCG target area. 20 Students attended the first UNISA training session in mid-March, and the computer lab at the Elandsdoorn Chill Hub was packed to capacity. These classes are free of charge to the community. Community members are invited to attend in an effort to get community skills on par with what is expected by employers and to add value to existing skills. The UNISA courses are also conducive to the development of small and medium business enterprises to give entrepreneurs in the community and added edge. Additionally, 33 UNISA students utilized the computer school during the month of August with 144 hours spent on the internet.

The Chill Hub in Elandsdoorn facilitated the Health[e]Foundation with a series of courses for community workers and teachers active in child care. In the reporting period this collaboration graduated 105 people who received education through workshops, on-line courses, assessments and exams in different modules.

The Ndlovu Child Care Program, together with Bantwane Youth Initiative (BYI), hosted a Career Expo at the Miracle Theatre in April. Colleges, Universities and other Institutions attended to advise learners on different career, funding and study opportunities. Around 800 learners attended the expo. Most of the relevant applications were done online and the learners were supported by volunteers from BYI and Ndlovu staff.



The Ndlovu Youth Choir

This year saw the usual selection of new talent for the Ndlovu Youth Choir with the September auditions eagerly attended. The charm and talent of the Ndlovu Youth Choir is steadily becoming more sought after, with offers and requests to perform at various prestigious events and venues. With this exposure and the encouragement of their Choir Master, comes an urgency to learn as much as possible about music and explore the possibilities for employment in the music business. Unfortunately musical instruments and the peripherals needed for training are very expensive. Imagine the absolute elation when the Ndlovu Youth Choir were gifted with a massive assortment of musical instruments, music related top of the range electronic equipment and much more. To put the cherry on top, some of the choristers will also be selected to attend DJ School. These fortunate events very quickly led to the founding of a Jazz Club, exposing an amazing abundance of local talent. These days rehearsals and practice at the Miracle Theatre are the order of the day.

Soon afterwards, a recording studio that complies with the most professional standards possible was funded and fitted out with sophisticated equipment, giving the youth and community the opportunity to have their music recorded by the young Ndlovu musicians. Needless to say the band members and aspiring sound technicians cannot get enough of the countless possibilities.

An interview by a TV program, offered an opportunity for the Choir and Jazz band to give South Africans a glimpse of the brilliance of what this little rural ensemble is capable of. The highly acclaimed Pretoria Boys High Choir and local choirs shared in this unique experience when they were invited to a music festival in August. This combination of talent was a joyful experience for all who attended.



the ndlovu youth choir



Ndlovu Research Programs



2016-2017 briefly

Entertaining and educational events kept the Community very informed about research studies. Community involvement creates awareness of these studies and a unique collaboration between research staff, participants and other stakeholders who are adamant to stop the scourge of HIV and AIDS has become evident during this reporting period. The demographics of the target community enable studies that are unique to the African situation regarding HIV and AIDS.

The Ndlovu Cohort Study is ongoing. One of the strengths of this research study which has a special focus on cardio vascular diseases in HIV patients, is once again, the excellence of community involvement. Three other Cohort related studies are ongoing at this stage. Firstly the ITREMA study which instigates a novel monitoring strategy for HIV patients which will be evaluated against the standard SA strategy of care. Secondly the NORAST HIV self-test study has been FDA approved, but is ongoing to fund a solution to make the test more cost effective. Thirdly the HOMELink study connects early diagnosis of HIV to unique controlling systems to enable early care seeking behavior and disease management. This study requires invasive techniques, such as home visits to the participants to ensure data collection.

The IPM Ring study was concluded with evidence that the vaginal ring provides sustained delivery of antiretroviral medication as a preventative measure for women at risk of HIV. In June 2016 NRC started with the DREAM study IPM032, an open label follow-on trial to collect additional safety data and establish adherence of the use of the Dapivirine ring.

NRC's teams are very excited to take the excellent new Research Building into use... a state of the art facility that will enable scientists to deliver service of excellence of the highest quality. The building nears completion within the next month or two and will be another star achievement to shine on the Ndlovu milestones. The new centre will house the research trial activities for IPM and HVTN with an open plan research laboratory on the first floor. The double story building will be fully solar powered.



More about the Ndlovu Research Consortium

The Ndlovu Research Consortium (NRC) is maturing very fast and its activities are expanding. Two Ndlovu Research Conferences were held in this reporting period and scientists, local and abroad attended with enthusiasm. The following attendees are to be noted: Utrecht University, WHRI-Witwatersrand University, North West University, Stellenbosch as well as representatives from the National Institute for Communicable Diseases, Kings College London and the University of Liverpool together with scientists from Ndlovu Care Group. NRC was proud to have the Vice Dean of the University of Witwatersrand as a guest.

Several projects were planned, amongst others, the NRC considered setting up and supporting joint PhD research projects for two South African candidates and an additional two upcoming research studies with partners from Seattle, America - a research into TB and HIV vaccinations are showing massive growth potential.

During this reporting period, Ndlovu Research staff were once again invited and presented their study definitions at the 21st International AIDS Conference (AIDS 2016). NRC also proudly sponsored and presented again at the Department of Health Limpopo's Provincial Health Research Day in October. Ndlovu Care Group is without a doubt a well-respected and esteemed research entity.

It has to be noted that all research projects are submitted to the Ethical Committee of the University of Pretoria for ethical review, as well as to the Provincial DOH authorities and that all Ndlovu employees working in clinical services have GCP certification (Good Clinical Practice, a precondition for anybody working in research).



the ndlovu research consortium



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Ndlovu Research Programs



More about the Ndlovu Cohort Study (NCS)

The NCS is a multidisciplinary study which compares HIV-positive and HIV-negative subjects to investigate HIV and (lifestyle-related) chronic conditions. The NCS has a special focus on cardiovascular diseases (CVD), an important co-morbid condition in HIV-infected individuals, in which case treatment might be an extra risk factor. Cardio Vascular Disease is on the rise in the non-infected population of resource-limited countries globally. The NCS has to date enrolled 1694 participants (39% HIV pos). The HIV incidence rate after 1 year of enrolment is 1.7% (6/358).

The study has periodic reviews. Participants are approached telephonically after 6 months and at 12 months for follow-up visits. 1637 out of 1773 participants were reached by telephone (90.6%). For the yearly clinical follow up visits 1182 out of 1773 (78.1%) attended their appointments that same month, although this yield is too low and needs to be worked on. The intake of HIV-negatives has been put on hold to enable focusing on recruitment of HIV-positive participants in the PSP database and at the Ndlovu Medical Centre.

More about the HomeLink Research Project

The HomeLink research project is an extension of the existing HTS program. The program links newly diagnosed patients into care through use of an Electronic Health Management (EHM Systems). The EHM system uses a unique locator and database that registers households and participants in the field in real time. By the end of 2016, 598 households with 2024 family members were registered. 421 persons were tested (45% men) and 16 turned out to be HIV-positive. A surprisingly low 1.9%, although people living with HIV are not re-tested. Those who accessed HTS testing services at the clinic, 20 (8%) tested HIV positive. Patients who tested HIV positive are channeled to proper care and support services. Of the HomeLink Testing Project 100% of those who tested HIV Positive accessed care within 2 weeks. A result to be proud of...

More about the ITREMA Study

The ITREMA study consists of a randomized controlled trial which compares the effect of the investigational monitoring strategy with the current South African standard of care for HIV treatment monitoring. This trial is performed exclusively on and is fully integrated with patients in the Ndlovu Medical Centre HAART Program. Drug level testing is implemented in the Ndlovu Medical Centre Laboratory. This will be used to explore adherence to therapy. The trial will be coupled with an analysis to ascertain the cost-effectiveness of the investigational monitoring strategy. In a sub-study the reasons for non-adherence to and lost to follow-up from the ITREMA study and the NMC HAART program are also explored.

ITREMA has enrolled 188 patients since it started in June 2015. The project is currently enrolling patients on the day of initiation of ART. The project team aims to increase enrollment further by expanding the project to patients who are already on ART. Enrolment is scheduled to continue until 31st March 2017. Patients are followed up for two years after enrolment.



the ITREMA study



Ndlovu Research Programs

Norast & dream study



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More about other Research

- Norast
This study looked into the usability of the saliva Oraquick HIV-test as a self-test in a rural community in South Africa. The aim was to study to what extent people can read and follow the instructions, perform the test and interpret the test results. The study started and completed data collection during this reporting period. The study included 1410 participants resulting in 113 HIV-positives. The test showed a high robustness against any procedural errors. Interpretation of test results was correct in 99-100% of respectively negative and positive test-results. The study report is available but still under embargo from OraSure.
- Open-Label Extension DREAM Study - IPM032
The IPM Annual meeting, was held in Cape Town from 23-27 September 2016, where results of the IPM Ring study, (which ended in the previous reporting period) and the new upcoming studies the DREAM Study) were discussed. Ndlovu Care Group received the following awards for their work in the IPM Dream Study:
Community Engagement - acknowledged for creative ideas and hard work;
Financial Management - for consistent and correct budgeting and reporting;
Pharmacy - 0% errors in handling and dispensing the ring since the beginning of the study



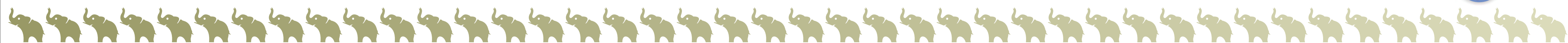
Dr Moraba represented Ndlovu in a panel discussion, in which he elaborated on the community preparedness of the DREAM-study and Ring access. In the mean while, the Dapivirine Ring Extended Access and Monitoring (DREAM) study had started recruiting in July. This is a follow-on, open-label trial to assess continued safety of and adherence to the Dapivirine (25mg) vaginal ring-004 in healthy, HIV-negative women. By end of August 2016 the study had screened 73 participants of which 47 were enrolled and all have been randomized.

New Research Opportunity

HVNT (HIV Vaccination Network, through the Fred Hutchinson Cancer Research Centre, Seattle, has approached NCG for the HVNT 705 study as one of the 25 research centres worldwide. NCG has been preliminarily selected to conduct HVTN 705, which has a working title of HVTN 705/VAC89220HPX2008: A multicenter, randomized, double-blind, placebo-controlled efficacy study of a heterologous prime/boost vaccine regimen of Ad26.Mos4.HIV and aluminum phosphate-adjuvant Clade C gp140 in preventing HIV-1 infection in adult women. This project will probably start in mid-2017



Opportunities



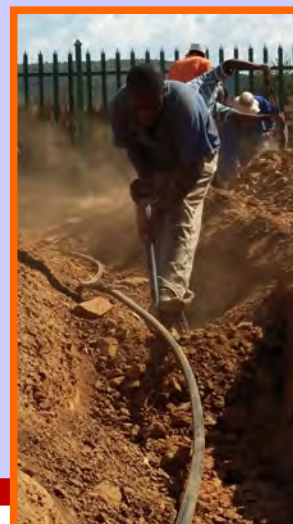
Ndlovu Community Development Programs



Briefly 2016 – 2017

Ndlovu Care Group's Community Development Program strives to alleviate the continuous setbacks that extreme poverty has on a community that is completely underserved, with no infrastructure or amenities and suffer the severe double poverty of personal poverty in an impoverished community. Lack of the very basic needs such as water and complete lack of sanitation services aggravates the already extreme conditions of a community fraught with disease and hardship. Despite numerous pleas for assistance, the Moutse Valley case study is one of many similar rural situations in South Africa and in a government beset with corruption and disinterest, the prospect of the target community's upliftment is hopelessly slim.

All Ndlovu Community Development Programs are aligned with the Maslow Hierarchy of Needs. This means that any given problem or need is addressed at the source of the problem, which, pertaining to the Ndlovu target group, usually has to do with physiological needs such as water, food and housing.

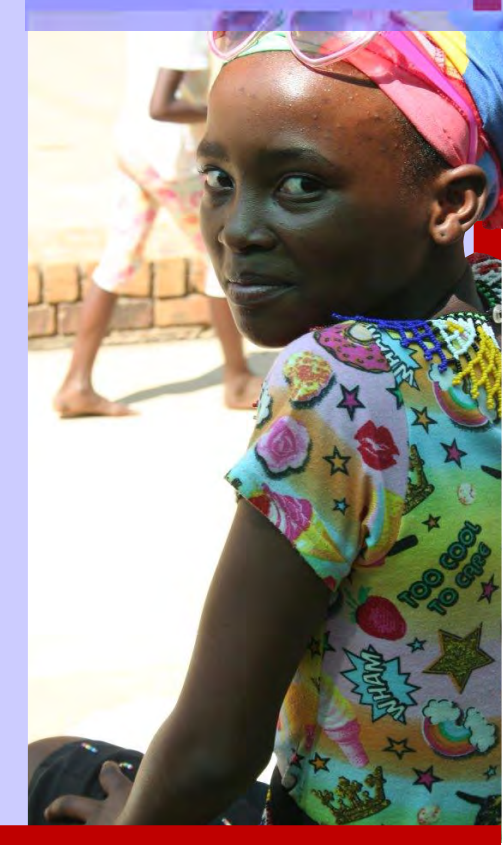


Regarding Community Development, Ndlovu Care Group has uplifted their target community with various projects, such as;

- 53 strategically positioned boreholes with clean running water;
- Waste collection- and disposal services with six dumping sites from which around 600kg of waste is removed three times per week;
- Community vegetable gardens and water projects;
- Given job opportunities and training to a great many community members at NCG;
- Various housing projects to restore and/or reinforce/ build houses for poverty stricken families;
- Disabled friendly sports facilities, including a gym are open to the public;
- Community and government support services, such as pension collect points, for the elderly.
- Food parcel, blanket, clothes, school uniforms distribution to the very needy.



looking after physiological needs



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Ndlovu Community Development Programs

the ndlovu water projects



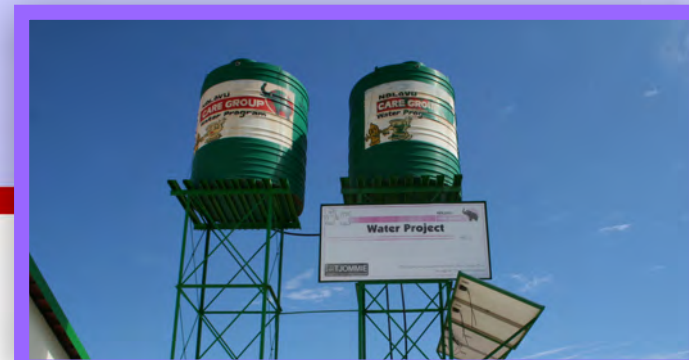
The Ndlovu Water Projects

The Moutse Valley, where Elandsdoorn is situated, suffers extreme heat during its long summers. This area is ideally suitable for the cultivation of a wide variety of crops and fruit. Most of the valley where Elandsdoorn is situated is served by a canal system which waters farmers' crops from the Loskop Dam, which is situated about 40km from Elandsdoorn. The Loskop dam provides irrigation water to 16 000 hectares of agricultural land by means of irrigation channels with a total length of more than 550 kilometers.

The canal system does not extend to Elandsdoorn, unfortunately.

Despite the richness of soil, most of Limpopo is called 'Bushveld', referring to the prevailing natural foliage that has adapted to completely dry winters and summers with intermittent rains. The climate change of the past few years have often rendered harsh and dry summer seasons with very little chance of growing crops without irrigation.

However, in order to survive, Elandsdoorn inhabitants are simply forced to carry water for kilometers far every single day. Their sources are fountains and seasonal streams, shared with livestock and used for laundry purposes by people living nearby. Needless to say, the water is extremely contaminated with a variety of toxins and other impurities. Hours are spent to carry water and as much time is spent to try to clean it to make it suitable to drink. In most households children are tasked with carting water. Water is re-used whenever possible, sometimes with disastrous medical consequences when it becomes unsuitable to drink.



For families with members that require frail care – babies, toddlers and the elderly – sanitation and associated care that require water is a nightmare. Many households try to grow vegetable gardens that become quite successful when the rainfall is adequate, but rain is seasonable and water is simply too precious to 'waste' on plants when it is dry.

For all of these reasons, Ndlovu Care Group has, to date, erected 53 boreholes with water-tanks, pumps and taps, all accessible to the community, of which four were erected during this reporting period. In areas where there is not electricity available, NCG supplies solar energy powered pumps, which is expensive and prone to theft.

The Ndlovu Waste Removal Program

Ndlovu Care Group initiated a waste removal project for the Elandsdoorn community with six dumping sites where the community is encouraged to dispose of waste and rubbish. The local municipalities do not provide these services. More or less 600kg of rubbish is removed 3 times a week from each site by the Ndlovu waste removal team.



waste management



Ndlovu Annual Report 2016 - 2017



Ndlovu Community Development Programs

the ndlovu sports program



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The Ndlovu Sports Program

The Ndlovu Sports Facility is a favourite point of assembly for the children, youth and adults of Elandsdoorn, where they can partake in organized or unplanned sports – every-one is welcome and the sports grounds are disabled friendly. Esther Vergeer, disabled tennis champion from the Netherlands, are amongst many sports heros who have visited and trained the youth at the Sports Facilities and various sports bodies have visited the facility to train, assist and scout for talent. Taking part in such specially adapted sports events can greatly improve a child's sense of self-worth. Sports-related exercise enable children to gain confidence in their skills and enhance individual children's special strengths. Even more than this, the sense of belonging to a team of peers empowers children who have limited interaction with children from other schools. Many thanks to the organisers for yet another great event.

The Sports Facility of Elandsdoorn shares the same grounds as the Chill Hub, ensuring access to all patrons alike.

With regular sports opportunities and activities that NCG offers youth and children, (able bodied and disabled) to simply have fun but also to excel during talent spotting exercises, the Elandsdoorn sports grounds is the natural venue for enthusiasts of all ages to hang out. Primary Schools, Pre-Schools, High Schools and Community Clubs utilize the sports grounds for every possible sports related activity. The very modern gymnasium, with equipment of the highest quality, has gym instructors not only to advise regular patrons, but also patients referred to them by the Ndlovu Medical Centre for rehabilitation. Aerobic classes attract more people to the gym. Fitness instructors and fitness volunteers offered an interesting range of training programs to individuals who attend the gym, inspiring local talent to offer continued voluntarily training in the more popular sports.



The sports facility with tennis courts, netball and basketball courts, a soccer field and indoor (Chill Hub) table tennis facility offer a variety of sports to all of the community that many have not yet had the opportunity to partake in before and give an opportunity for the disabled sports enthusiasts to partake.

Ndlovu Care Group's view is that sports is a natural stepping stone for the individual and especially vulnerable children in the Maslow Hierarchy of needs towards a sense of belonging self-exploration and achievement. One of the best examples is the life-story to date of **Danny Mohlamonyane**, trained by our tennis coach and who ranked 20 in the top 50 SA Wheelchair Tennis Champs at the time of this report.

The Sapinda Rainbow Foundation

Boitumelo Miala, became the first African woman to sail across the Pacific Ocean and is now on her way to qualify as a fire fighter. Also a double orphan, a young woman of incredible talent, strength and determination, she has proven over and over again that she is ready to face any challenge to lift herself out of the poverty trap and to encourage her peers to do the same.



Ndlovu Annual Report 2016 - 2017



a myriad of
opportunities



Ndlovu Support Services



About the Human Resources of Ndlovu Care Group.

Ndlovu Care Group is of the viewpoint that their human resources are the most valuable asset of the company. Hence, the two factor theory of Herzberg is applied to create a motivated and happy workforce. This entails ensuring a perfectly balanced combination of hygiene- and motivational factors. Hygiene factors include but are not limited to job security, salary, fringe benefits and work conditions, while motivational factors include challenging work, recognition, responsibility, involvement in decision making, etc. The Ndlovu Care Group Values are directly linked to this management ethic and team managers impress on their staff to



Ndlovu Care Group currently has 204 full-time employees on its payroll. The Ndlovu Research Department is the fastest growing department with an increase of 220% during the reporting period. Around 85% of the work force is recruited from the community, intensifying both motivational and hygienic performance factors, and furthermore employees are trained to fit their specific niches, escalating hygienic factors to sustainability and loyalty. Years of investing in local capacity building has resulted in the relocation of skilled and professional resources to the catchment areas, which reinforces the Ndlovu policy to invest in local human resources. Ndlovu Care Group annually hosts Masters' Degree students, PhD students, interns, volunteers, exchange students and researchers, mainly from abroad, who use the opportunity to research and learn from the uniquely structured Ndlovu operations. The hosting of students from various disciplines has become such a regular institution that a student's house was procured in Groblersdal to provide students with sound and managed accommodation. Ndlovu Care Group has an undeniable professional reputation as a unique source of research and learning excellence amongst Universities abroad and locally. Local university students are regularly hosted for specialty events to learn and experience from the different Ndlovu disciplines as managed in a rural setting.



the human resources of ndlovu care group



Ndlovu Annual Report 2016 - 2017



Ndlovu Support Services

marketing



Marketing & Communications

Communication is the binding factor that makes marketing possible for Ndlovu Care Group. Planning & controlling procedures used for marketing are influenced by the demographics of the Ndlovu stakeholders which comprises very different cultures and communities. There are the localized SA rural communities who are almost always directly involved and hence very interested in the operational aspects of NCG. On the other hand, other interested parties, mostly consisting of benefactors who are situated abroad and elsewhere, have different communication requirements. Fortunately Ndlovu Care Group's marketing campaigns are facilitated by modern communication channels that extend beyond the traditional channels and mostly facilitate social networking, such as the very active Ndlovu Facebook and Twitter pages. An established internet following has grown beyond expectations during this reporting period and with the increased availability of cellphones and internet in the communities we serve, both rural and other stakeholders are avid participants in the Ndlovu social marketing network.

Traditionally effective marketing and communication methods are localized to the target community NCG serves, and this includes using radio messaging, posters, pamphlets and billboards for messaging.



IT

During this reporting period, the Ndlovu IT Department has excelled with technical developments of excellence.

Without having to resort to outsourcing, the IT team developed customized top of the range software which is in use at the various Program sites. One of the achievements was the development of customized software for the HOMELink and ITREMA Research trials. This software allows for real time Map tracking and comprehensive information updating of participating and non-participating individuals and households in the trials. All models are regularly improved, secure, user friendly and program specific. Preparations of the IT network at the new Research Centre are well underway. The IT department is engaged in negotiations for the installment of a proper LIMS-system at the laboratory.

The Elandsdoorn CHC, Ndlovu Medical Centre, has been upgraded as official user of the prescribed HIV data base for the Department of Health; TIER.Net

When the Bloempoot Mini Campus was opened at the end of 2016, the Computer School had already been linked to the Ndlovu Network via the existing Wireless network and new learning plans had been developed for both Ndlovu Chill Hubs.

A new data back-up solution was developed, an essentiality in an area fraught with electric storms and theft. The back-up/storage facility can be scaled to a much larger storage array and can also be used for server virtualization.

IT



Laboratory

The Ndlovu laboratory is a highly functional and integral supporting element. The laboratory supports the clinics and research facilities with comprehensive digital feedback, using advanced technology to deliver results in the shortest turnaround time possible in the remote regions that Ndlovu operates from.

lab



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Ndlovu Annual Report 2016 - 2017



Ndlovu Finances

chief financial officer's report



Chief Financial Officer's report

Ndlovu Care Group manages all finances related to its non-profit operations through the Ndlovu Medical Trust. Having received an unqualified audit opinion from KPMG, our independent auditors, Ndlovu Medical Trust continues to focus on internal control and financial management. We pride ourselves on our systems of internal control, which ensures responsible and accurate financial reporting. Our internal controls are essential for preparation of financial statements that are free from material misstatement and for maintaining adequate accounting records and an effective system of risk management.

Financial Performance

Ndlovu Medical Trust suffered significant losses of R2 948 433 for the year ended 28 February 2017. The most significant factor was that some programs were not externally funded during the financial year. These programs were funded in terms of the Ndlovu Medical Trust Operational Reserve Policy. This policy allows the Trustees to utilise internal funds for situations such as a sudden increase in expenses, one-time unbudgeted expenses, unanticipated loss in funding, or uninsured losses. It is the intention of Ndlovu Medical Trust for Operating Reserves Fund to be used and replenished within a reasonably short period of time.

Despite the losses the Ndlovu Medical Trust managed to grow Revenues by 14% from R57 121 867 to R65 187 991 which was mainly due to income received for construction and new projects. When this extraordinary capital expenditure is not factored in the increase in income is 6% which was in line with expectations.

Operating expenses increase by 21% from R57 297 001 to R69 413 556. This was a direct result of the construction of the Bloempoot Mini Campus as well as the Research building at the Elandsdoorn site. We expect capital expenditure to continue rising with the finishing of the Research building.

Financial Position

Ndlovu Medical Trust had a retained surplus of R5 990 055 as at 28 February 2017 which is part of the Operational Reserve. This Reserve is funded with surplus unrestricted operating funds, special grants, or income generated from the delivery of services to corporate companies. The total assets of Ndlovu Medical Trust amounted to R17 729 193 while total liabilities were R11 739 138.

Risk Management

The board ensures that a thorough risk assessment, using a generally recognised methodology, is performed at least annually and used continually. Emerging risks are incorporated and assessed as soon as they are identified.

The management is accountable to the board for designing, implementing and monitoring the process of risk management and integrating it into the day-to-day activities of the Group. The management is also accountable to the board for providing assurance that it has done so.

The CEO and CFO are at the forefront of the adoption or upgrading of the risk management plan, but involving the management at all levels within the operations will enhance risk management.

The risk management process does not reside in any one individual or function but requires an inclusive, team-based approach for effective application across the group. It is therefore critical that risk management functions should be established with appropriate reporting lines.



Ndlovu Annual Report 2016 - 2017



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Statement of Financial Position as at 28 February 2017

Figures in Rand	2017	2016
Assets		
Non-Current Assets		
Investment property	1 150 000	1 150 000
Investments in subsidiaries	367 133	367 133
	1 517 133	1 517 133
Current Assets		
Loans to related parties	274 635	644 232
Trade and other receivables	5 174 748	6 224 141
Cash and cash equivalents	10 762 677	12 680 124
	16 212 060	19 548 497
Total Assets	17 729 193	21 065 630
Equity and Liabilities		
Equity		
Retained surplus	5 990 055	8 938 488
Liabilities		
Current Liabilities		
Loans from related parties	823 525	623 585
Trade and other payables	2 441 666	3 709 018
Deferred income	8 473 947	7 794 539
	11 739 138	12 127 142
Total Equity and Liabilities	17 729 193	21 065 630



Statement of Comprehensive Income

Figures in Rand	2017	2016
Revenue	65 187 991	57 121 867
Other income	410 888	362 528
Operating expenses	(69 413 556)	(57 297 001)
Operating (Deficit) / Surplus for the year	(3 814 677)	187 394
Investment revenue	866 244	153 792
(Deficit) / Surplus for the year	(2 948 433)	341 186
Other comprehensive income	-	-
Total (Deficit) / surplus for the year	(2 948 433)	341 186

Accounting Policies

1. Purpose of financial statements and basis of preparation Purpose of financial statements These financial statements are prepared to meet the requirements of the Trust Deed.

Basis of preparation

The financial statements are prepared in accordance with the basis of accounting set out below. The Trustees consider this basis suitable to meet the financial provisions of the Trust Deed. 1. Investment property Investment property is land and buildings held to earn rentals or for capital appreciation or both, rather than for use in the production or supply of goods or services or for administrative purposes; or for sale in the ordinary course of business. In addition, only investment property whose fair value can be measured reliably without undue cost or effort on an ongoing basis is included in investment property. All other investment property is included in property, plant and equipment.



Ndlovu Support Services

financial report continued



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1.4 Interest received

Interest is recognised, in profit or loss, using the effective interest rate method.

1.5 Impairment of assets

The company assesses at each reporting date whether there is any indication that an asset may be impaired.

If there is any indication that an asset may be impaired, the recoverable amount is estimated for the individual asset. If it is not possible to estimate the recoverable amount of the individual asset, the recoverable amount of the cash-generating unit to which the asset belongs is determined.

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset (or group of assets) in prior years. A reversal of impairment is recognised immediately in profit or loss.



1.6 Revenue

1.6.1 Donations received

Donation income is recognised as deferred income on the statement of financial position when received. Donations and Grants are accounted for when the funds are deposited in the Trust's bank account.

Donations restricted for specific purposes are recognised as deferred income on the statement of financial position when the cash has been received from the donors.

Income from restricted donations is only recognised in the statement of comprehensive income to the extent that expenditure is incurred.

Unrestricted donations are recognised as income in the statement of comprehensive income when the cash has been received from the donors.

1.6.2 Rendering of Services

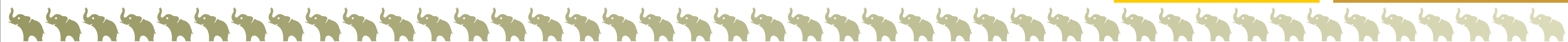
Revenue from rendering services is recognised in surplus or deficit in proportion to the stage of completion of the transaction at the reporting date.

1.7 Expenses

All expenditure incurred for the project is recognised in the statement of comprehensive income in the period in which it is incurred.



Ndlovu Annual Report 2016 - 2017



Thank you
Thank you
Thank you



Our most sincere thanks to all our funders, supporters and friends... we cannot do this without you!!

In alphabetical order...

- Aids Fonds/Stop AIDS Now
- AMTRONIX
- Anglo American Chairman's Fund
- Anglo Thermal Coal
- Anoa Capital SA
- Bushbuckridge Health and Wellness Trust
- CHAMP
- Clipper Ventures
- Construction for Change
- Cruyff Foundation
- Department of Health SA
- Diep in die Berg
- Energetix
- Evangelische Freiwilligendienste
- Hugo Tempelman Stiftung Germany
- HVTN
- International Partnership for Microbicides
- MAMAS
- Orasure Technologies Inc
- Oticon Fonden
- Plantwijk
- Peoples Postcode Lottery African Trust
- Rens Joosen Foundation
- Reuter Choldwig
- Sapinda Rainbow Foundation
- Stichting John & Marine Van Vliissingen
- Stichting Rens Joosen Foundation

- Stichting Sonnevance
- Stichting Suppletiefonds Sonnevance
- Stichting Health
- Stichting Wilde Gansen Ikon
- Stichting Zijn
- Tempest Film Produktion
- The 30/30 Project
- TJOMMIE
- UNISA
- University of Utrecht
- Virgin United
- Vodacom Foundation
- Welfit Oddy
- Worldpay AP LTD
- Zorg Voor Elandsdoorn

...and many more....



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Physical Address:
Dennilton, Limpopo, SA

Co-ordinates:
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Postal Address:
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Fax: +27 13 980 0016

our contact details...
we can't wait to
hear from you!



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