



LESOTHO RED CROSS SOCIETY



Everywhere for Everyone.

LESOTHO RED CROSS SOCIETY ANNUAL REPORT 2016



FROM THE PRESIDENT



The Acting President of the Lesotho Red Cross Society.

Mr. Silas L. Mosuhli

The presence of the Lesotho Red Cross Society (LRCS) in Lesotho as an auxiliary organization to the Government Marked the important chapter in the development of Lesotho since 1967 as it inspired its volunteers to voluntarily contribute to development of the country, restore dignity of the vulnerable members of the society and save lots of lives through different activities over the past 50 years. LRCS is celebrating the 50th Anniversary from November 2017 to November 2018. Fifty years is a milestone and it is an occasion to celebrate an opportunity to momentarily look back but a golden ticket to chart the path forward.

Red Cross Movement beyond assisting victims of war in Solferino in 1859 was created in response to alarming human sufferings from a number of countries across the globe. In Lesotho the Movement assisted to build a strong volunteer organization that, responded positively to human vulnerability of the Basotho people, including the training of personnel required to operate health care and disaster management services.

In preparing for the 50th anniversary celebrations of existence of LRCS in Lesotho, I dug into the archives of the then LRCS Presidents, unearthed a number of gems including the reports by the former Presidents of the LRCS. These Presidents reiterated that the Movement is for everyone and it's governed by the seven Fundamental Principles of voluntarism, Humanity, Neutrality, Impartiality, independence, unity and universality and it operates as the auxiliary to the Government of Lesotho in delivering humanitarian services as enshrined in the constitution of Lesotho.

On behalf of the Lesotho Red Cross Society as we are celebrating the 50th Anniversary, we are pleased to also commit to being part of journey of developing Lesotho. It is the opinion of the LRCS that, despite the challenges in the past 50 years of the LRCS existence, it had been part of many people's lives who needed it most. To date many people are still calling upon it for assistance in various forms

and it will always answer to needs of devastated member of the communities and it will continue to build a stronger and more resilient communities for a better Lesotho

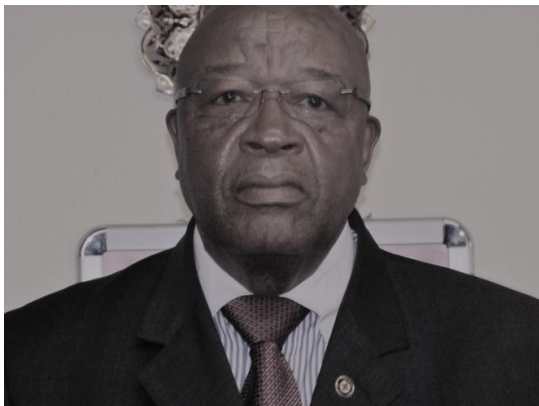


The "Dorcas Mhophela Infant Welfare Clinic" – Maseru

The celebration of the 50 years gives us a chance to learn from some of our key partners about how the changing global landscape is providing new opportunities and challenges for our country, and how the LRCS can better can take advantage to integrate the opportunities into today's and tomorrow's humanitarian challenges. I should appeal to all LRCS volunteers that, this celebration should act as the beginning of the journey for the good that we will offer for Basotho in the next coming years. We have to remain committed to provide useful humanitarian support to our country. Let us make our celebration plans in the Branches and Divisions a real operation until we gather together nationally to mark this important event. I finally urge all Basotho to join the Lesotho Red Cross to voluntarily render their expertise, time, and ideas in building a better Lesotho for all.



FROM THE SECRETARY GENERAL



Prof. Teboho Kitleli - Secretary General

OVERVIEW

The Secretary General oversees the operations, programmes of the Society establishes local, Regional and international relations with partners. But most importantly makes sure finances of the Society are spent in accordance with well established finance procedures.

This he/she does with the full co-operation of the staff and guidance by the NEC who are the custodians of the National Society.

It is at this point that the responsible heads of departments will avail the in-depth or detail reports. This report only reflects on highlights in a form of summary the salient issues.

2016 has been a challenging year in various ways, we cannot avoid the elnino which is a common terminology acknowledged term accepted caused by weather changes globally. Lesotho being part of International Community did not escape the effects of the environment misery experienced, which affected plants, animals including human beings.

This resulted in food shortages in the rural areas. Red Cross had to intervene by engaging the International Community and fortunately a simple gesture in response by the partners was positive. The pledges in the tune of 10 million Maluti was received to address the humanitarian needs of Basotho. In-fact according to the reports Lesotho Red Cross Society is considered to have almost received between 90% and 100% of food and funding pledges. This might sound minute but is through hard negotiations and commitment by the staff who deserve to be given proper recognition without any reservations. Let us appreciate where good job is done. The human nature always pays more attention to negative issues, and usually this discourages those who are hands on. I feel this has to be addressed as a culture of edification and celebrating where the good job is done, enhances one to aim even more.

Let me hasten to say that the Board was exposed to a good induction by renowned facilitators hopeful, this will produce a different paradigm shaft in the way the Board address responsibilities towards the Society, that is offer guidance, support and above all CASCADE the vision and mission of the Society to the lowest level of the structure of the Society being the branches. The Board indeed with its various skills and knowledge is to be a think tank and has to be viewed with respect and also respect the role of the management. A wise man says it takes two to tango. Avoidance of overstepping and side lining the responsibilities of the management and the Board can cause disharmony and create

CHAOTIC status hence the moral and inspiration will be compromised in both structures that is the Board and Management.

YOUTH

The National Societies globally have 70% composed of youth. Lesotho Red Cross is no exception. The Norwegian Red Cross have played a significant role in supporting the youth programme. A clear example is the exchange programme which has been pursued in the last two years. There is a need to harmonise the working relations with Divisional Committees. It is a well known fact that youth requires understanding and guidance at all times otherwise their vigilance and over enthusiastic behaviour might be interpreted unusual, they want things to be done as in yesterday. Tolerance and professional acumen should be the guiding principles in handling youth at all times.

COMMUNICATIONS

This is the most important department because the Society can be judged by what it tells the world about the operations. A lot of work is done by the Society and at times people are not aware of these great achievements. It is encouraging that the Society has website, which all the time is updated. There is also face book page where members, volunteers and other people share views and activities of the National Society. Coverage of the M10 million of the emergency status proved extremely effective. Radio presentations, TV slots, Whatsapp and constant communication with ICRC have made a good and positive image of Society.

HUMAN RESOURCE AND ADMINISTRATION

We often have three components in any organisation being:

- Human Resource
- Finance Resource
- Material Resource

This time let me share with you Human Resource; for the institution to perform well it has to be driven by people with various skills according to the duties to be carried out. It is gratifying that the human resource at the moment is stable and committed. Seriously there was a lot of attrition that is people were coming and going according to a little bit of scientific assessment, the staff has job satisfaction maybe for various reasons such as training received, the welfare committee which more often considers the needs of the staff. It might sound over exaggerated to say my guess is the overall moral demonstrated so far does not exhibit negative attitude, I know not everybody can be 100% satisfied, there is room for improvement. The several guiding documents like code of conduct, recognition whenever is due should contribute towards the tranquillity demonstrated by staff.

FINANCIAL STATUS

It is no shame to state that the status of the Finances of the Society is a concern. Recently when strongest partners namely Norwegian Red Cross and British Red Cross will be gradually phasing out. Vigilant steps have to be taken to close the gap of support to the needy communities of our people. Already the management has presented a M3,8 million subvention to cover costs. We hope this will receive a positive response. The Fundraising committee has worked hard to accelerate means and ways to initiate the exercise, hopefully this will be pursued. Cost effective measure are in place to do things differently and the Board has given this a big nod. This will be articulated in the proper forum.

OCAC EXERCISE

Any organisation in order to perform professionally has from time to time make an introspection of how it aligns itself with its standards of performance LRCS has embarked on the above benchmarking undertaking which our co-operating partners have been so kind to assist. The Headquarters in Geneva has great interest through the regional office. The

report is already in our office to be followed up. The Human Resource and Administration Manager is the focal person for this exercise.

SAPRCS CHAIRMANSHIP

Lesotho Red Cross Society is taking up chairmanship of SARPCS. This means our President will chair all the regional meetings hence proper preparations will have to be done prior such seating. The office of Secretary General will have to play an important role to provide the necessary information with the help of the Federation in Pretoria. This is a golden opportunity to profile the Society in various ways.

PARTNERS MEETING

Preparations are afoot to hold a partners meeting. Hopefully, when this report will be presented such a session would have been held. This will involve both internal and external partners the National Society works with (stakeholders).

LESOTHO RED CROSS ACT

It has become important to review the ACT 31 of 1967 that established LRCS already the drafting office in government complex has been advised accordingly and Advocate Lindiwe Sephomolo the co-opted member in the Board is of great assistance.

FIRST AID

It would be remiss of my office not to emphasise the importance of First Aid. The Belgium Red Cross extended a helping hand by providing training to various members of the National Society. What remains is to follow up and implement the guidelines and procedures have been developed. Ministry of Health has demonstrated willingness to co-operate to promote this programme in the form of engaging other stakeholders in improving finances through fees to be followed after the First Aid services have been provided.

WASH PROJECT

As indicated earlier, the programmes/projects will be presented separately, but I feel it is important to mention briefly that the above project in Mokhotlong and Molele's Hoek posed challenges in terms of its implementation. Partners raised concerns about the audit opinion expressed by the auditors. Hence a team of verification spent a lot of time to establish how the work was carried out. What has come out is that there are no alarming reports hopefully a conclusion will be made that LRCS did not have any fraud practices and that alone will reflect the good integrity of the Society.

CHALLENGES

- This report can be incomplete if challenges are not presented. Firstly sustainability:
 - o A vigorous strategy has to be developed by all structures of the Society how best can the Society survive without 100% dependency on donors. As a earlier mentioned, the Board can serve as catalyst, measures have been made in previous sessions such as resource mobilization initiatives. This needs to be followed up. The Branches and Divisional need orientation in this undertaking in order to be seen proactive.
- A trust and transparency culture in all structures should be the norm for everybody. Finger pointing without substituting solutions, depresses others. Openness and frankness when addressing issues of the Society enhance growth and professional ambivalence. Let me say it was a pleasure to have worked with the Society I will always treasure good memories of my engagement with this humanitarian organization. We always say those who have met before will always meet again.

Let LRCS be the Beckon of hope. Peace be with you all . Let me say it was a pleasure to have worked with the Society I will always treasure all the good times we spend together, challenges constitute spices of life.

PROGRAMS REPORT FOR 2016



Mrs. Matsepo Moletsane - Programs Director

1. Introduction

The year 2016 was the fourth year in the implementation of Lesotho Red Cross Society (LRCS) Strategic plan 2013-2017 which stipulates four strategic focal areas; Humanitarian Diplomacy, Organisational Development, Programme Management and Sustainability. The NS also ensured that implemented activities are in line with the Strategic Plan and IFRC Strategy 2020, and they contribute towards Sustainable Development Goals (SDGs) particularly the following:

- **SDG 1** – End Poverty
- “ 2 – End Hunger
- “ 3 – Good Health and Wellbeing
- “ 4 - Quality Education
- “ 5 - Gender Equality
- “ 6 – Clean Water and Sanitation
- “ 13 - Climate Action
- “ 17 - Partnerships

LRCS interventions fall under two core programs; Disaster Management (DM) and Health and Social Services. (HSS). First Aid, Youth and Volunteer programs cut across both DM and HSS services. as an auxiliary organization. the interventions are based on the national priorities such as HIV and AIDS, TB, climate change and food insecurity. As a result, the Society follows the national guidelines and protocols in programming.

For sustainability of activities beyond the project phase out, the Programs utilize community support structures in assisting the most vulnerable people in their respective communities. These are community members selected by the communities and trained by LRCS on specific issues relating to the programs. The table below indicates distribution of the said structures in the Divisions.

Table 1: Distribution of community support structures

	Kena - Maseru	Thabana-Morena-Mafeteng	Mokhotlong	Sebapala Quthing	Thaba-Tseka	M/Hoek	Thaba-Bosiu
Care Facilitators	37	40	39	39	30	21	20
Lead Farmers	30	40	42	40			
Peer Educators	30	20	21	22	22	20	
Ambassadors of Hope	2	2	1	2	2	2	2
Water Minders	-	26	10	-	4	10	16
TOTAL	99	128	123	103	58	53	

Table 2: Summary of LRCS projects

Disaster Management			
status	project	donor	Project area
new	Emergency Appeal operation	IFRC WFP	Thaba-Tseka, Qacha's Neck And Mafeteng Butha-Buthe, Berea and Thaba-Tseka
continuing	Restoring Family Links	ICRC	All Divisions
Phased out	ICHBC and FS	BRCS NorCross (NORAD)	Mokhotlong, Quthing, Maseru Mafeteng, and Thaba-Tseka Mohale's Hoek
Health and social services			
new	Cancer screening project	Bristol Meyers Squib Foundation	All LRCS HCs – Mapholaneng, Kolojane, Kena and Thaba-Bosiu
continuing	WASH	BRCS Water Aid	Mokhotlong & Mohale's Hoek Thaba-Tseka
Phased out	OVC and WASH- Norcross	NorCross	Mafeteng and Maseru

The NS was also implementing Organizational Development and Youth Delegate Exchange program with support from NorCross and NORAD, the funding phased out in December, 2016.



2. DISASTER MANAGEMENT (DM) PROGRAM:

Program activities fall under the following components:

- Relief and recovery
- Food Security
- Restoring Family Links

However, most of the activities under DM were related to Emergency Appeal following declaration of the drought emergency by the Prime Minister on the 22nd December 2015.

In January 2016 the Emergency Appeal was launched for CHF 664,073 (about 10 Million Maloti) to assist 1,800 households - 600/ District, translating into 9,000 beneficiaries in Mafeteng, ThabaTseka, and Qacha's Nek as guided by the Lesotho Vulnerability Assessment Committee (LVAC). The appeal focussed on addressing immediate food security needs through food distribution, cash transfer and strengthen livelihoods of the affected population. Emergency operations were planned for six months, January -June 2016.

Disaster Relief Emergency Fund (DREF) to the tune of CHF 84,369 equivalent to **M1, 080.576** was received from IFRC while funding is being raised through the Appeal to meet the needs of the vulnerable people. DREF funds covered the assessments, community mobilization and 2 months food distribution. Immediate food interventions included food distribution and cash transfer program (CTP).

2.1. Emergency operations

- Food distribution for 2 months February and March 2016 with the following food basket;
- 50kg bag of maize, 7,5kg beans, 4.5 litres cooking oil.
- **CTP**
- Food distribution was followed by a cash Transfer programming (CTP) for 3 months May – July 2017 – **M525.00** per household per month for the same beneficiaries who received food packages.
- CTP used mobile money transfers – VODACOM MPESA working in partnership VODACOM Lesotho.
- Since CTP was new to LRCS, IFRC provided technical assistance to set up the system LRCS in setting up the Cash Transfer system. It involved establishment of partnership with VODACOM Lesotho, training of LRCS staff and volunteers,, as well as training of beneficiaries on how to use VODACOM PESA

Cash Transfer Programming (CTP) Training

CTP training was conducted for the staff and volunteers from three districts.

CTP is now preferred in humanitarian assistance because of the following reasons among others:

- It saves time, beneficiaries do not required to queue to receive assistance;
- Improves the inclusion of household members in decision making.
- Direct cash delivery reduces operational costs

Beneficiary training by Vodacom on Mobile Registration on M-pesa

Vodacom Lesotho as mobile service provider for cash transfer conducted a brief training for beneficiaries on how to register for and use M-pesa upon receiving cash. It was a participatory training with Vodacom providing supervision and beneficiaries taking the lead. Vodacom also facilitated local traders to set up M-pesa based shop, which contributes to the efficiency of the intervention.



Operation efficiency and efficacy

Focusing on cash transfer, It is essential to mention that CTP was new to Lesotho Red Cross society. Consequently, the initial training conducted for the staff and volunteers was an eye opener for the best implementation of the operation. The main issue is the availability of two mobile phone network service providers fully engaged in the cash transfers, one of them, Vodacom, assisting the National Society.

This facilitated the cash transfer management from the beginning, spilling cashing out skills over the relief officers and beneficiaries easily. The cash transfer programme is packaged in such a way that the organisation takes care of administration charges; this implies that the beneficiaries receive the stipulated amount. The Lesotho Red Cross Society negotiated the low price for the beneficiaries, especially for maize meal in Qacha'snek district.

Nonetheless, due to low level of education there is a need to revisit the communities with the purpose of ensuring that each and every household benefited from the cash distribution. The cash disbursement list as shared with Vodacom is used for verification purposes and follow-up processes, assuring that all the beneficiaries have been cash picking entitled and challenges are best addressed. Adoption of mobile cash pick services have been perceived as an in-community friendly formal payment modality and very compatible with the objective of the programme to bring about a change in the community.

Monitoring

Monitoring the operation for its impact on food insecurity and nutrition at a household level is important to measure the success and also the weaknesses for identification of possible adverse effects with the aim to address them rapidly. Monitoring of programme results during implementation is also important in order to enhance sustainability, ensuring that all participants are playing a role and that all activities are being carried out as planned. Relevant stakeholders are involved in monitoring so that they become part of the program, in activities such as vegetable production; cash transfer as well as lead gardeners, for suitability purposes assisting households' beneficiaries. This joint monitoring at a district level is an important to set an active platform towards beneficiaries' ownership beyond the operation strict timeframe, as on a larger range it constitutes a well-defined exit strategy for the local stakeholders to be able to keep on follow these and other initiatives and extend their efforts to assist further.



IFRC observing and monitoring the work being through Mr Hung Ha Nguyen

Sustainability Process:

Collaboration among different actors is not only paramount, but it is also the sole route to successfully addressing the challenges we face. Developing a worldwide mainstream sustainability standard requires a joint approach among relevant organizations and governments. Improving the elements for sustainability is a question of dialogue and cooperation between public and private actors in many fields. Implementing sustainable long term livelihoods recovery actions requires collective action on the ground by civil society organizations and communities, and exchange of best practices for multiplier effects.

To ensure the sustainability of the program, relevant stakeholders at community, district and national levels were involved right from the initial stage of operation. That is to say, the information on planning and design (community mobilization, beneficiary selection, verification and registration and direct observation of distribution of both the cash and food items) was shared at all levels.

Knowledge was promoted among the staff, volunteers and beneficiaries through cash transfer training and training on the construction of hands washing device called Tippy Tap. Practices resulting from the operation have also enhanced that knowledge such as beneficiary selection, market assessment, farming practices, health and sanitation education and construction of keyhole and trench gardens. About food production, as mentioned above, training along with stakeholders at district level ensured instauration of skills on this matter.

Community, together with the local leaders, stakeholders at district level and Red Cross volunteers will be responsible for ensuring sustainability beyond project phase out. Fully engagement of the Red Cross Volunteers (committees) with the oversee of every activity by the RC Divisional Secretary has revealed to be a good strategy towards the stewardship and adequate management thanks especially to the availability of the volunteers in the district.

2.2. Livelihood Recovery activities:

Training of Lead Gardeners and volunteers o farming practices

Provision of agricultural inputs;

- Garden tools rake, digging fork, watering can and hand fork to the same people who received food packages and cash;
- Vegetable seeds; 5 varieties per household
- Field crops; beans for the lowlands and peas at the mountain districts – 5kg per household.



Distribution of garden tools at Sehlaba-Thebe in Qacha'sNek district

Health issues such as nutrition, HIV and AIDS and WASH were integrated in the emergency operations.

2.3. Lesotho Red Cross Society (LRCS) and World Food Program (WFP) Partnership

As a continuation of the drought situation in the country, LRCS established a partnership with WFP to operate in Botha-Bothe and Berea effective October and November 2016 respectively. The end date for the operation is 30th April 2017.

Botha Bothe the emergency operation reached 3078 households with a total of 13 662 beneficiaries with food distribution. The activity covered rural and highlands areas within the identified Constituencies; Mechachane and Motete. The food basket consisted of pulses, maize meal and vegetable oil. The quantity was determined by the household size according to the government guidelines; 1 person 5kg maize meal, 335ML vegetable oil, and 2kg pulses.

In the lowlands of Botha-Buthe, cash was given through the Standard Lesotho Bank. This activity reached 2115 households equivalent to 9,022 beneficiaries. Amount was determined by the number of members per household, where 1 person is entitled to M120.00 per month.

Berea.

Only cash modality was applicable to the identified Constituencies since they are all in the lowlands; Berea and Khafung. 3977 household were reached translating into 17,111 beneficiaries. The arrangement was for the beneficiaries to receive their entitlement in Berea and Maseru industrial Standard Lesotho Bank.

Thaba-Tseka.

LRCS and WFP signed the agreement to extend to Thaba-Tseka in December 2016 for the activities to start in 2017.

2.4. Restoring Family Links

Restoring family links sessions (RLF monitoring and outreach) conducted at Quthing and Mohales' Hoek districts the villages along borders between Lesotho and South Africa were identified for they liable for the communities utilization as porous bridge to south Africa.

- Lesotho Red Cross society conducted two days training for volunteers who form part of action and community based disaster response teams-CBDRT (MHoek)

- Introduced volunteers to RFL concept, dissemination to the community, establishment and handling of cases which involves Tracing, Red Cross Messages, Family Reunification, Voluntary repatriation and registration of the people of concern.
- Same volunteers trained and two technical staff members and the driver to facilitate the outreach.

Restoring Family Link as humanitarian assistance to link the missing persons with their family member wherever they are.

It was further discussed that the positive result would be:

- Tracing
- Red Cross Messages
- Family Reunification
- Voluntary repatriation

RFL activities managed to link two people with their families; one was united with his family from Soweto in South Africa to Semonkong in August 2016.

There are 8 detainees in the central prison Maseru; 6 from Mozambique and 2 from South Africa who were assisted by the program to call their families monthly.



3. DIVISIONAL REPORTS

Annual General Meetings

All the Ten Divisions of the Society held their Annual General Meetings preceding the National one from January to March 2016. The AGMs included Branches and Youth AGMs. Audits were also done by the Headquarters at Divisional level.



Quthing Division AGM

WORLD RED CROSS DAY

All Division supported the host Division Leribe to celebrated World Red Cross Day in May.

ORGANISATIONAL DEVELOPMENT

Berea ;

- The Division completed designing a plan for a hall that will enable the Division to raise funds in the future.
- A wall preventing water from entering the office premises was built.
- All Divisions do regular disseminations to different stakeholders.
- All Divisions celebrated World First Aid Day by doing a number of First Aid awareness campaigns in their districts.
- A sign board was mounted at the Divisional offices.

Thaba Tseka:

- The President Mr Kopano Masilo donated M1000 to the Division.
- Division invested M5000 for improving the Division.

Dissemination of LRCS Activities

- Total number of members from all the 10 Divisions is **3514**

DISASTER MANAGEMENT

- Three Divisional Secretaries attended a Cash Transfer Program training together with staff from DMA. The three divisional secretaries were from Mafeteng, Qacha'sNek and Thaba Tseka.
- Quthing Division held a series of public gatherings in communities affected by economic migration to South Africa and human trafficking that the Society the Restoring Family Links service that re-unite families. The communities were also advised what to do when they do go to work in South Africa without losing contact with family members back home.
- Quthing Division has assisted a victim of fire that burnt the house to ashes by giving the family kitchen set and clothes. The victim/s were given accommodation at the Chief's dwellings.

Leribe:

- 11 households in Kolonyama in the Leribe district received 15 tarpaulins in response to strong winds that affected their houses.
- The Divisional youth members constructed the green house at the central branch under the supervision of DM coordinator: Ntate Maine. They managed to construct 2 green houses, prepared the soil by collecting the fertilizer from the police kraal using LRCS vehicle. They were given seeds and money for seedlings whereby they bought 50 seedlings of green paper and tomatoes. They also bought the seeds of green beans. Subcommittee for farming was formed.
- Kopanong Branch planted 1500 seeds of fruit tree and they contracted the net shading to protect them from the harsh weather conditions.

Thaba Tseka:

The Divisional Secretary, as a member of the Disaster District Management Team (DDMT) and DMA attended a Resilience Building Consultative Program Workshop

First Aid:

All Divisions attended a one day workshop to amend the Society's First Aid Policy at one of the local hotels.

All Divisions marked and celebrated World First Aid Day in their respective divisions.

Berea trained both

- Divisional secretary and 1 volunteer attended a week workshop on AFAM based at Mohale with the financial assistance from Belgium red cross
- 22 first aiders received AFAM based training
- Division has been given 2 resource annexes for trainings
- World first aid day celebration was celebrated at St Cecilia primary with the theme of first aid for and by children
- Demonstrations on a proper way of washing hands by children of St Cecilia



a student assisting a child who had bleeding nose during celebration



First Aid demonstration during the training

Mokhotlong :

- Herd boys were trained on First Aid from all the 3 councils of the district.
- 23 volunteers were trained basic First Aid.

Quthing:

14 volunteers from different branches were trained on basic first aid.

Thaba Tseka:

25 herdboys trained on Basic FA from three villages of Bobete in June.

YOUTH ACTIVITIES

Berea:

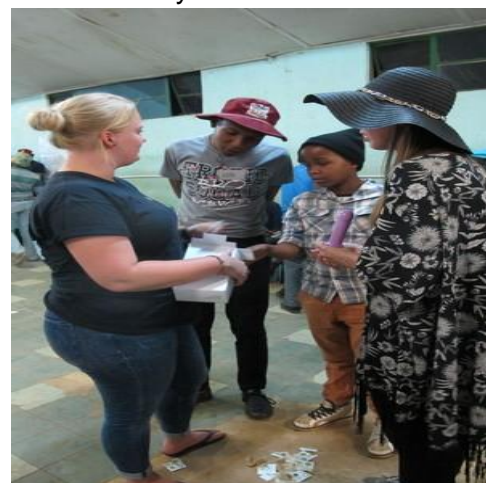
- Fruit tree project was started in the division premises
- Youth were capacitated with First Aid training at Thakaneng
- Youth held talent shows
- Youth workcamps

Leribe:

- hosted World Red Cross Day whereby we managed to plant 2000 trees in Khanyane Branch, below are the pictures of the event.



- Lesotho Red Cross Society had a Youth Exchange Program with Norwegian Red Cross. Four youth from Norway and four from Lesotho visited each others's countries on different periods in 2015/2016.
- The YEP from Norway established a poultry project at Khanyane in Leribe. The two youth left Lesotho in 2016 while two youth from Lesotho arrived back in the country in the same year.
- **Swimming Lessons**
From December 2015 until sometime in March the youth from Leribe Division had swimming lessons facilitated by the Youth Delegates. These lessons took place at one of the local Hotels, Mountain View Hotel The management allowed the Division to use the swimming pool at no cost on certain week days.



Youth Exchange Program activities in Leribe

- **Kid Club**

Leribe: Two members volunteered to manage the kids club at Central branch, kid from 2 to 13 years attend the club on daily basis whereby they are assisted with school assignments, taught life skills and First aid. The office made a collection of toys for children to play .

- **Mafeteng:** Youth collected sanitary towels for vulnerable girls. The initiative of sanitary pads collection was made from community members and the business people also donated.

- **Team building activities:**

Qacha'sNek: Youth engaged in free walk to the mountain called Souru and a 10km race between the youth members together with youth



Quthing:

- 12 youth were trained as Peer Educator. Topics covered included; life goal setting, self esteem, peer pressure, values and abstinence.
- Youth embarked on a cleaning of campaign of both Upper and Lower Moyeni with support from government hospital that gave them cleaning materials .
- Youth took part in the tree planting day that was hosted by the Ministry of Forestry and Land Reclamation and World Vision. 5000 trees were planted at Ha Robi in the Seapala Constituency.

Thaba Tseka:

- Youth have a income generating project where they produce and sell vegetables.
- Thaba Tseka youth - Ms Nthatsi Lesala was chosen to represent the Society on the LRCS and Norwegian Youth Exchange Program. She spend 9 months in Norway.
- Ms Maqatsa Tsiu was nominated to be Focal Person for Central Region on the Society Youth activities. She was to report on activities of Thaba Tseka, Maseru and Berea youth activities.
- 5 Youth attended the National Youth Workcamp and AGM in Butha Buthe
- Youth constructed a nursery
- Youth have a Dried Peach project for commercial purposes
- Youth held a Miss Thaba Tseka Red Cross Division Beauty Pageant
- Youth held a leadership and sexual health workshop at Ha Laka Branch.

HIV/AIDS Awareness:

- **Butha Buthe:** 100 male and 50 female condoms distributed and usage education provided
- **Butha Buthe:** Peer education provided to three schools Likila High School and Caledon High school, also to Muela out of school and head boys.
- Distribute 500 DVD for KAU LA POHO and KHETHO EA KA (drama about AIDS made in Lesotho) to support groups, taxi drivers, teachers.
- Leribe received 10.000 condoms from New Start.
- **Mokhotlong Division DEBATE COMPETITION:** Successfully held debate competition among primary schools students. Participating schools were Mofolaneng Primary

School, Tsépong Primary School, Mapholaneng primary School and Mapholaneng High School..



Quthing:

154 female condoms were distributed

HIV and AIDS awareness was done by Youth in four villages within Tele Constituency.

Community Service Activities

Berea:

- a local supermarket - Mansoors Supermarket, donated 40 pairs of shoes to the Division to be given to vulnerable people.
- Senekane branch of was given garden seeds for their community garden and keyhole gardens.
-
- Distributed collected used clothes to orphan and vulnerable people in five villages namely Saballa, Ha Thlolo, Ha Lepatoa,
- Cleaning campaign in town
- Six Mafeteng Division branches received relief clothes from Division and they distributed them to the most vulnerable households around the village.
- Mafeteng Division Kopanong branch was given the shading net, pole and wire left after the construction of the green house at Central Branch. They made the shade for seeling of fruittress. In addition, Lekoatsa Branch received vegetable seeds from the Division.
- World First Aid was successfully celebrated with Rise and Shine Day Care Centre since the theme was “First Aid for and by the Children”. Catholic Relieve Services contributed by lending children’ toys
- The Mokhotlong Division provided tarpaulin sheets to Liseleng Primary to build temporary shelter for pupils of Class 6 and 7, which is in the outskirts of Mokhotlong town. It is located in a hard to reach place due to the terrain.
- Qacha’sNek Division held a Hygiene campaign as well as dissemination at Liqalabeng village.



Quthing Division :

- A youth member facilitated the rescue of a 69 year old homeless man by reporting to the relevant authorities. He was later given grocery, hygiene kit and a monthly allowance of M750.
- Two Orphans and Vulnerable Children (OVC) from Mphaki high school and Pokane high school were assisted with toiletry kit for 4 consecutive month by division while they were awaiting to be approved by social development as their clients .
- The Division organised a Blood Donor Tournament at Villa Maria Mission. There were 8 football teams. The aim of the tournament was to encourage local communities donate blood regularly. Prizes were given to the winning team and best player. This was a collaboration with the District Football Association (DIFA).
- Two orphans male 4years and female 5years were assisted by Pokane branch with school shoes out of the production from the nursery that was initiated by food security project.
- Ha sekhonyana branch had one patient(male) with chronic illness staying alone they assisted with cleaning , bathing and take him to the treatment for her siblings migrate to south Africa to look for jobs
- 3 people living with disability were assisted at sekhonyana branch with food and cleaning throughout the year.
- 4 outfit rolls were supplied by world vision to Seapala Red Cross branch whereby 70 ovc's were assisted with dresses and trousers.
- 20 rolls of outfit was also donated to boloumana with purpose of assisting the ovc's outfit at least number of 57 were given dresses and the activity is still on progress.

Fundraising Activities:

- Some Divisions have buildings to rent out for fundraising
- Raffle competition held by Butha Buthe Divisions
- Sale of fruits
- Quthing pruned trees in their orchard at Mosenekeng with the aim of having better fruits for sale in the next season.
- Quthing Tuck shop doing well
- Quthing Division receive income from rented out offices.

Networking with other stakeholders:

- All Divisions are part of the Heads of Department Team in their respective districts. The team is headed by the District Administrator.

Berea:

- Distribution of Rice with Disaster Management Authority (DMA) - Berea Division youth participated in the distribution of Rice to vulnerable people in the district. The project initiated by DMA. They were highly praised for working hard.
- LRCS and World Food Program have a Cash Transfer Project for Kanana and Phuthiatsana Community Councils in Berea. It started in December 2016. Berea: was part of the assessment of beneficiaries exercise conducted in the district where data was collected.

Leribe:

- **U.S. Peace Corps' Boys Respecting Others (BRO) Camp -**

American Peace Corps' BRO Camp invited Leribe Division youth to be part of the camps, one held at Peka High School(17/04/2016) and the other at Butha Buthe Community High School(07/10/2016).

The main topic that Leribe youth were invited to discuss was the "Sexual Reproductive Health", covering Health issues related to sexuality and the use of condoms.

It's worth noting that the initial BRO Camp was attended by the Youth Delegates together with other Youth Volunteer while the second one was attended by a Youth Volunteer alone.

- **Thakaneng Youth Resource Centre, PCVS, LPPA, Nearby Clinics for HTC**

Glow Camp and Other Camps -**Mohale'sHoek:**

- This was a girls Leading our World Camp. It was host by St. Stephens High School in Mohale'sHoek and organised by the PCVS. It attracted 77 girls from 77 different schools around the district. Around 15 teachers attended with the aim of ensuring follow up in the community and schools so Glow Clubs can reach more girls and share knowledge acquired during the main camp.
- In addition, 36 girls were tested HIV by New Start where all were found negative.
- Twenty LRCS youth were trained Basic First Aid at DIFA Grounds by the DS.
- First Aid training at Maphohlo and Naleli Kids Club was held
- Three LRCS Youth were trained on how to open Kids Clubs at Sehlabathebe in Qacha'sNek
- Four Kids Clubs were opened in Mohale'sHoek. Each club has 50 kids.

Qacha'sNek:

- **Mantloaneng Youth Club:** Formed partnership with Mantloaneng youth club based at Machabeng hospital, other youth clubs and youth centre.

Thaba Tseka:

- 15 Youth volunteers of the Divisions were identified as the best to work on the DMA/WFP and other data capturing exercises and food distribution.

Constraints & lessons learnt

- A big issue about youth that of leaving after being capacitated with skills
- Youth always have good plans but unable to implement those plans
- limited funds to reach far villages for dissemination and revivals
- Butha Buthe Division needs to rebuild its offices - as old as 1952 structure.
- Butha Buthe district has limited number of condoms.
- Lack of education in condom usage
- lack of transport to train far branches on First Aid
- Turnover of skilled and trained volunteers including First Aiders.
- Mafeteng Divisional offices were swept by the floods in November, and most of the furniture and equipment were destroyed. The staff members are not working in a conducive environment..

- **DECLINE IN MEMBERSHIP**

Most people join the Society because they are either unemployed, aged, beneficiaries, school drops etc and retaining them is a challenge because some of them disappear after moving to new places, getting new jobs or getting married. The latter affects the implementation of the Society's activities with people who are skilled.

There is a need for a **Volunteer/Membership Retention Strategy**.

Recommendations & Future Plans

- Youth will restart their poultry project with a strategy they have drawn during their meetings
- Youth recommend that divisions and volunteers be given first priority when it comes to capacity building instead of project officers who leave phasing out of their projects
- To write more proposal for building NEW offices due to the state the current one is. It is an old structure, walls are cracked, wooden flooring is home to mice etc.
- To capacitate the branches with more skills so that they can initiate projects from village level.
- To encourage more business owners in the districts to undergo First Aid training.
- To build a tuck shop for selling snacks, sweets and apples
- Hold a Car wash for fund raising initiatives.
- To acquire skills for resource mobilization.
- More trainings will be done to capacitate volunteers
- Schools need first aid skill so teachers will be visited
- Marketing for first aid will be done



DIVISIONS AUDITED FINANCIALS (in brief) 2016

DIVISION	INCOME	EXPENDITURE	SURPLUS/DEFICIT
Berea	42677.00	46772.47	(4095.47)
Butha Buthe	19151.30	21378.80	(2227.50)
Leribe	67985.74	63529.24	4456.50
Mafeteng	82743.00	90202.05	(7459.05)
Maseru	270304.96	203975.54	66329.42
Mohale'sHoek	88233.80	5263`.20	35602.60
Mokhotlong	63884.00	93237.62	(29,353.62)
Qacha'sNek	28904.00	36315.43	(7411.43)
Quthing	112139.65	102871.19	9268.46
Thaba Tseka	54605.60	47576.35	7029.25



4. HEALTH AND SOCIAL SERVICES PROGRAMME – (HSS)

HSS has the following components:

- HIV and AIDS management as well as TB
- OVC care, treatment and support
- WASH in communities and schools.
- Primary Health Care Services through 4 Health Centers
- First Aid- training and provision of services

3.1. HIV and AIDS

HIV remains a challenge in Lesotho as the country is now in the second position with a high HIV prevalence of more than 23%. The food insecurity crises because of El-Nino worsens the situation as indicated in the National Drought Emergency Response Plan January 2016. Hence LRCS is continuing with HIV and food security interventions in Mohale'sHoek and other areas to build resilience of people infected and affected by HIV and AIDS. Activities focused on HIV prevention, Care, treatment and support. There was also an integrated food security component to ensure good nutrition and support adherence to ART.

3.1.1. HIV prevention:

IEC meetings: it is important to provide constant and up -to date information on HIV to ensure that people make informed decisions regarding HIV prevention. This is achieved through public gatherings, small groups meetings and home visits done by 20 Care Facilitators and 2 Ambassadors of Hope. a total of 228 IEC meetings were held I during the reporting period reaching 1,494 people comprising of 1,044 females and 450 males.

A total of 20 CFs also conducted 687 home visits to support the clients and their families. The discussions focused around fuelling factors to HIV infections such as gender-based violence and multiple concurrent partners. During home visits, importance of treatment adherence was emphasised for people who are already on ART.

Condom distribution: a total of 14,600 packs of male and 2,403 female condoms were distributed throughout the year to prevent new infections and re-infections. The distribution took place during home visits and public gatherings. local shops and public bars were also used as distribution points.

Peer Education (PE):

LCRS ensured that PE continued as it is an appropriate and effective prevention strategy targeting the youth. A total of 84 PE sessions were conducted by trained Peer Educators for both in-school and out of school youth. the activity reached 1,111 youth being 704 females and 407 males. In-school PE activities reached 329 girls and 160 boys while 375 girls and 247 males were reached through out of school sessions. Accordingly, peer education manual is used to guide the educators to focus on common challenges faced by the youth and the coping mechanisms. Due to the knowledge gained through the sessions, they are assertive and able to make informed decisions.

HIV testing and Counselling (HTC).

HTC is the entry point for HIV management, therefore during IEC meetings and home visits, a total of 1,941 (M:681, F:1,260) people were advised to attend HTC services in 2016, 238 of them comprising of 71 males and 167females attended the service, majority of which did not disclose their status, possibly for fear of stigma and discrimination, but only 10 made up of 3 males and 7 females who were found to be HIV positive did provide feedback and were referred to the Health facilities for further management.

3.1.2. Treatment, care and support:

LRCS continued with care and support for the clients. At the beginning of the year the project had 386 (M: 113, F: 273) registered clients. As 2016 was the last year in the implementation of the project, they were gradually prepared for exit, thus, 276 (M: 97, F: 179) clients were discharged into the existing and newly established support groups due to their improved health conditions, which is a desired result for the project. The project provided client transport to a total of 74 (M: 31, F:43) clients during the reporting period to facilitate access to treatment and support drug adherence and avoid drug resistance that may result from defaulting treatment.

The project maintained 4 existing support groups and established 2 new groups so that they continue to serve the purpose to the members. The members support each to fight stigma and discrimination, to share experiences and encourage each other to adhere to treatment, as well as to share good practices in livelihood interventions and general health. The groups also received support from the association of PLHIV “*RephetseBophelong*” to help them maintain the support groups.

At the end of the year, the membership was standing at 276 from six villages.

3.1.3. Food Security:

Food insecurity remained a challenge in Lesotho because of El-Nino throughout the year, and Moleleke'sHoek alone has a total food deficit of 67% per Lesotho Vulnerability and Capacity Assessment 2016 (LVAC). Consequently, LRCS continued the efforts to address the situation as it was directly affecting the lives of HIV positive people registered in the program.

The following interventions were made:

- procurement of vegetable seeds was effected, variety was considered in the process, hence English Giant, Swiss chard, Mustard and Green Feast were procured and distributed to 355 clients. The concept of conservation agriculture (CA) was also reinforced to counteract the problem of drought resulting in construction of 233 keyholes and 76 trench gardens
- The project also supplied 87 households with the shade nets to protect the vegetables against harsh weather conditions resulting from climate change.
- The NS further strengthened education about preservation techniques to ensure availability of vegetables during the lean season where 197 clients participated. Therefore, the beneficiaries preserved surplus fruits and vegetables through bottling as they have been taught. bottling maintained to be safe and prolonging shelve life of preserved food since it can sustain up to 2 to 3 years. Five recipes were the most relevant to their needs. The special recipes were mixed vegetable archaar, tomato chutney, pumpkin jam, tomato whole and beetroot

Three (3) varieties (Orion, kakamus early and late) of fruit trees were distributed to (200) clients' households within the project area as a way of supporting the nutritional.

3.2. OVC CARE AND SUPPORT:

OVC care and support was provided in three operational areas; Maseru, Mafeteng, MhalesHoek and Kena. The activities in the first three were supported by NorCross and NORAD, while Kena was supported by Lars Amundsen Foundation through IFRC. ,

Support provided ranged from psychosocial, educational, access to health, and material support depending on the vulnerability assessment. 137 children benefitted from payment of school fees at Secondary and High school levels, 102 were supplied with school uniforms at Kena.

The program reached more children through Psychosocial support (PSS), it has covered 3,261 participants in and out of school through sessions of messaging passed through sports for children and young people. The programme is using REPSSI tools such as memory books, journey of life, hero book, talking books, drama, songs inserted between games. The number of kids' clubs has increased to 29 due to increased number of children joining sessions. PSS helps OVC to cope with the loss and other effects of adversities.

Access to health is a critical component of the project, therefore, 91 HIV positive children who are on ART were assisted with transport funds to enable them to access reach the health facilities and access treatment. These OVC were identified in schools and clinics in the three project areas for of Mafeteng, Kena and Thaba-Bosiu. This is done to facilitate adherence to treatment. Access to health has a positive impact on the quality of life of HIV positive children since their health has improved and most of them are doing well at school because they do not miss school due to ill health. The adherence clubs run in the schools to support children who are on ART.

To ensure access to safe shelter for the OVC, a two roomed house was constructed for three OVC staying with their 64years old grandmother at Mafeteng after her old house fell

apart. locally available materials were used to reduce the costs. The family also had their latrine constructed through WASH program and they got a water tank for rain water harvesting. Other 3 OVC households were renovated at Kena.

As one of the project outcomes is improved access to food and nutrition, five schools that have received green houses and the irrigation systems in the previous year have sustained the food security initiative. They produce vegetables and feed more than 1600 children. The schools also sell their surplus of the vegetables to community members to build their projects running costs. They also give their produce to children who come from child headed households.

Eight pre-school in areas in Mafeteng and Maseru received food support from World Food Programme for the year 2016. Three hundred and twenty (320) families mainly have continued with key-hole gardens and back yard to produce vegetables for their families. In Mafeteng 65 acres were planted with wheat which will benefit more than 400 OVC household in January next year when harvested. This is the practice the communities have perfected over the years of sharing their crops with the OVC in their communities through the support of LRCS. While waiting for harvest, 63 vulnerable children who were also HIV positive received food packages. 74 positive children were assisted with food parcels from WFP.

The importance of supporting OVC to obtain legal documents was emphasised with the guardians, grandparents and the chiefs as one of the key responsibilities of the National Societies is to advocate for protection of the vulnerable people. This initiative is supported by the IFRC Frameworks; IFRC Strategy 2020, As a result, a total number of 200 children were assisted to obtain birth certificates and identification cards in 2016. Care facilitators and chiefs were mobilized to continue the initiative beyond 2016 after the project phase out for those OVC who still don't have these legal documents. The said documents will assist them to get support from other organizations or government departments since they are always required

Furthermore, to continue the advocacy role, the Society organised training for grandmothers to curb property grabbing which is very common among OVC. the training was facilitated by the Ministry of Social Department and Master of the High Court so that grannies understand the issue of inheritance.

The 25 grannies were also trained in income generating activities.

At the end of the year 32 children (20 girls and 12boys), selected from the 21 kids clubs at Kena, attended a skills development camp at Ha Ramabanta. The aim of the camp was to empower OVC through enhancing their capacity to respond to social economic issues that affect them.

3.3. WATER, SANITATION AND HYGIENE (WASH):

LRCS continued to implement WASH activities in five districts; Mafeteng, Maseru, Thaba-Tseka, Mohale'sHoek and Mokhotlong.. Activities fall within three main outcomes focusing on construction and rehabilitation of water supply systems, construction of VIP latrines and hygiene promotion. The activities were supported by Norwegian RC, Australian Aid co-funded by British RC and Water Aid. Most of the WASH interventions benefit the communities at large as well as schools in the areas more than individuals

Table 3: summary of WASH constructions:

	Water supply systems - schools	Water supply systems- communities	Schools sanitation	Household latrines	Donor
Maseru – Thaba-Bosiu		1 waterpoint at Ha Motsu	-	35	NorCross
Mafeteng - Thabana-Morena	1 system at Khoete PS 1 handpump at Lebaka PS	-1 Reservoir tank at Ha Panta	-	36	NorCross
Mokhotlong	Rehabilitation of Rachele PS water supply.	Total 2 – 1- Lirabeleng 1- Ha Toloane	4 latrines at Mongobong PS	57	AUSAID/BRCS
MohalesHoek Thaba-Tseka	-	1 at Lehloaneng 1 gravity system at Mojese. 2 waterponits at Khoaisanyane	- Menstrual Hygiene Management facilities at Bobete&Marumo PS	177 -	AUSAID/BRCS Water Aid

Water Quality Testing

Water quality testing was done from the constructed water supply systems to ensure that the water is safe, and to be able to advise the communities accordingly. Analysis is done at Sewerage Company (WASCO) laboratory.

Rainwater harvesting

Rainwater harvesting tanks were procured through NorCross supported WASH project and distributed to 17 OVC households in Maseru and Mafeteng in response to the drought situation experienced in the country.

Wash trainings

Training of Herd boys

As a follow -up to the training conducted in 2015, focusing on WASH, another training was conducted for 27 herd boys from 5 villages in Bobete. The 2016 training focused on the integration of WASH and HIV prevention. The topics covered included but not limited to Importance of WASH services to HIV infected people, good personal hygiene and HIV prevention methods.

A total of 40 Herd boys from Maseru and Mafeteng were trained on water resources management and hygiene.

While 77 herd boys weretrained to orientate them on water supply system and measures taken to spare some water for animals. Moreover, it was to make them understand importance of clean water and as such avoid vandalism of water supply systems. Two trainings were conducted in Mohale’Hoek and Mokhotlong to reach a total of 77.

Participatory Hygiene and Sanitation Transformation (PHAST) training was conducted for 3 males were village health workers, 2 males and 11 females from support groups and 1 male and 6 females youths.

Training of WASH Committees and Water Minders

WASH committee members and water minders were trained on water supply system operation and maintenance Thaba-Bosiu and Thabana-morena. A total of 26 males and 28 females attended the training.

Training of Volunteers on PHAST

Participatory Hygiene and Sanitation Transformation (PHAST) trainings were conducted for volunteers, support groups and Village Health Workers in three areas; Maseru, Mohale'sHoek and Mokhotlong. This is done to ensure that trained people pass the WASH knowledge to their fellow community members.

Training of Lesotho Red Cross Society National Executive Committee

Lesotho Red Cross Society (LRCS) is being governed by the National Executive Committee (NEC) or the Board. Since there was election of the new board members in May 2016 it was felt very much necessary to orientate them on WASH issues so that they have an understanding of WASH activities and be able to offer support and guidance where necessary. As such, 10 board members (1 female and 9 males) attended a two days training. Other relevant stakeholders especially from government line departments such as Water Commission and Environmental Health took part in the training. The training was supported by Water Aid.

Furthermore, since the project is being implemented in the district of Thaba-Tseka where LRCS also has the Divisional committee responsible for all LRCS activities within the district, it was found equally important to conduct a similar training for the divisional committee as well. Therefore, 7 divisional committee members (3 females and 4 males) attended training.

Hygiene promotion

Hygiene promotion activities were held in all WASH project areas, they are carried out in the communities through public gatherings and in schools. They involve information giving regarding good hygiene practices during critical times like after using the toilet and before handling food. In some schools, hygiene clubs have been formed where pupils continue to create awareness and motivate each other. Sometimes they make poems about hygiene. The activities also focused on construction of tippy taps both in the communities and schools using locally available materials.

- Maseru reached 1,614
- Mafeteng reached 1,404
- Mohale'Hoek reached 1,349
- Mokhotlong reached 1,597
- Thaba- Tseka reached 1,968 people, and 175 households constructed tippy taps and 22 have soakaway pits as well.

WASH committees were trained on their roles and responsibilities during and after construction of water supply and sanitation facilities.

PHAST groups from villages reached continued with hygiene messages focusing on importance of hand washing, construction of tippy taps, personal hygiene and environmental hygiene.

WASH clubs in schools conducted Hygiene promotion sessions discussing different hygiene topics including menstrual hygiene management. Teachers were also trained to enable them to support the clubs.

Commemoration of WASH and Non-WASH days

LRCS commemorated WASH and Non – WASH days in order to reflect the relevance of WASH services in other health days.

Menstrual Hygiene Day

The day was commemorated at Thaba-Tseka, a forum was organized for 35 Teachers from 17 schools in the District, 7 LRCS Volunteers and representatives from DRWS and DHMT plus 1 Journalist from Lesotho Times. The idea was to break the silence about Menstrual Hygiene Management, challenges in schools and how to address them. Students were requested to write their challenges so that they can be able to express their views freely.

The Lesotho Times journalist covered the event and wrote a story on the newspaper that was read in and out of the country, other media houses like MXXL Radio gave it publicity. The publicity created awareness and the campaigns for sanitary pads for girls were initiated.

LRCS provided MHM facilities at Marumo and Bobete Primary Schools.

Hand washing day

Commemoration of hand washing day was hosted under the theme “***make hand washing with soap and water a habit***”. To celebrate the event there was a march from Thaba-Tseka – Bokong junction to Katlehong primary school whereby the forum gathered together while addressing the objective for the day. The students were asked to bring along banners as well as posters written to convey relevant messages in relation to the day and the theme.

A tippy tap was constructed and pupils took part in demonstration of proper hand washing with soap and water. Three Primary and 3 High schools in the District participated in the event.

Toilet Day

World Toilet Day was celebrated at Marumo primary school and the theme was “**toilet and jobs**” which its focus was on how lack of sanitation can impact people’s livelihoods with focus to girl child during menstruation. Therefore, MHM was incorporated in the day’s event since latrines constructed at Marumo and Bobete primary schools have been improved to cater for MHM. It was also used to pursue campaigns for sanitary pads and also advocate for free provision of sanitary pads in schools. The event started with a tour to Marumo primary school latrines where components intended to address MHM were highlighted and a multiple tippy tap for hand washing.

African Child Day

The commemoration of this event was held at Marumo primary school whereby the two schools being Marumo and Bobete primary took part. The theme for 2016 was “**conflicts and crisis in Africa protecting all children’s rights**”. In the speeches that were given by different organizations and Ministry of Education and Training. importance of having a conducive learning environment such as water supply and sanitation facilities were emphasized. Reference was made to construction of latrines at Bobete and Marumo primary schools. The event was attended by 156 people as per the table below

Breast Feeding Week

Breastfeeding week was commemorated at Bobete Health Centre. WASH project is working in collaboration with the HC to raise awareness about the importance of breastfeeding as well as good hygiene practices after cleaning or before feeding the baby to avoid incidences of diarrhea. This is necessary as some of the people do not consider babies’ faeces dangerous. The activity included competition for breastfeeding mothers on health and WASH matters such as immunization and handwashing.

World AIDS day and Water Day

AIDS and water day were commemorated together to indicate how lack of water can impact on people infected with HIV. The theme for water day commemoration this year was “*waste water*”. The event was celebrated at Marumo primary where Masaleng and Thaba-Khubelu primary schools also took part.

Inter-relation of lack of WASH services with HIV/AIDS, was highlighted by indicating that People Living with HIV (PLHIV) have compromised immune system, making them more susceptible to opportunistic infections, such as diarrhoea and skin diseases. so it is critical for them to have clean safe drinking water.

3.4. PRIMARY HEALTH CARE:

LRCS four Health Centres have provided Primary Health Care through the following services in 2016:

- **Outpatient**

A total of 39,739 patients (M: 13,724, F: 26,015) were treated for different ailments at LRCS HCs. The bulk of the patients were seen at Mapholaneng -

- **Antenatal care**

A total of 2,223 pregnant mothers attended ante natal care which also provides prevention of mother to child transmission of HIV services,

- **Postnatal care**

1,147 Mothers attended post-natal care, the figure slightly increased from 885 in 2015. This is an indication that more women understand the importance of the service.

- **Maternity**

106 normal deliveries were conducted at the health centres, majority of them (71) delivered at Mapholaneng HC.

- **HIV, testing and counselling (HTC)**

10,407 people comprising of 7,339 females and 3,068 males attended HTC services .out of this, 719 tested positive and went for CD4 count for staging. The demand for the service increased significantly in Q2 possibly because of increased community mobilization for the new Test and Treat guidelines which were launched in May and effected from the 1st of June 2016 to address 90,90,90 Strategy.

- **HIV prevention and management**

During the reporting period, 873 who were eligible to ART were initiated on treatment while 441 were in the pre-ART stage still attending adherence counselling. With the HCs managed to trace back 34 defaulters put them back on treatment.

- **Sexual reproductive health services (SRHS)**

A total of 6,450 women accessed family planning commodities in 2016. The services included distribution of 9,996 packs of male condoms and 3,507 female condoms at the health centres.

- **Under five clinic**

A total of 13,821 children attended the under-five clinic, 6,859 for immunisation and 6,962 for growth monitoring. 1,621 of the babies who attended under five clinic were breastfeed exclusively for three months while 732 were breastfeed exclusively for first six months.

The Health Centres are fully supported by the Ministry of Health, and the outreach services are continuing. This is an indication that LRCS is making primary health care services accessible to the people in hard to reach areas.

Other developments relating to the HCs

The Ministry of Health allocated transport to the HCs to convey patients to the hospital during emergency referral up to the end of the year.

LRCS established new partnership with the Bristol Meyers Squib Foundation in collaboration with Senkatana, and the project was launched in February at Thaba-Bosiu HC where Her Majesty the Queen officiated the launch and provided a keynote address. The project is focusing on cervical cancer screening, other reproductive health cancers; prostate and breast as well as other non-communicable diseases.

3.5. FIRST AID:

First Aid (FA) is the primary function of the Red Cross; hence LRCS continued to provide First Aid training at different levels. Participants were drawn from different companies ranging from construction, factories and schools/colleges to ensure that lives are saved. First Aid training can also be used as an income generating activity for the NS. To strengthen the position of LRCS and promote quality work, necessary documents were developed during 2016.

3.5.1. Institutionalization and Documentation

The following documents were compiled and approved by the National Executive Committee and endorsed by the AGM as the working documents to standardize First Aid activities:

- First Aid Policy
- First Aid Guidelines
- First Aid Strategy

Other documents were developed and yet to be presented to the NEC

- First Aid Marketing Plan
- AFAM based manual to be used widely in the training of First Aid and referral

3.5.2. Trainings

Master Trainer workshop

Three Lesotho Red Cross Employees that included one volunteer attended a workshop at the level of Master Trainer under the auspices of Belgium Red Cross. The purpose of the workshop has been to sharpen their skills to achieve high standard of First level in order

deliver quality levels to match and meet clientele served demands and supply of the market. Also Master Trainers are trained in order to impart and share skills with First Instructors and the rest of First Aiders in the country.

First Aid Instructors Training of Trainers Workshop held at Mohale Lodge

The 3 Master Trainers conducted First Aid Instructors Training for twenty-four (24) people being 10 Divisional Secretaries and volunteers at the Training of Trainers Workshop held at Mohale Lodge.

First Aid Marketing workshop in Johannesburg and consultative meeting in Maseru

Belgian Red Cross organized First Aid Marketing workshop where six (6) Red Cross Societies in the Southern Africa like Botswana, Lesotho, Malawi, Swaziland, Zambia and Zimbabwe attended. Lesotho Red Cross was represented by the Senior First Aid Instructor and Communications Manager and Quthing Divisional Secretary; the purpose of the workshop NSs with skills on how to build marketing strategy and market First Aid.

First Aid Training for Volunteers

Trained 24 First Aid Instructors trained 189 volunteers as a capacity building for emergencies that may arise in their respective locations. In addition, seventeen (17) members of staff were trained in First Aid skills to enable them to act during emergencies.

Table 4 : summary of First Aid Trainings.

DIVISION	Volunteers trained by TOT	Commercial First Aid	Community -based First Aid
Berea	22	0	0
Botha-Bothe	20	0	23
Leribe	16	105	24
Mafeteng	20	0	0
Maseru	76	361	17
Mohale's Hoek	19	15	0
Mokhotlong	20	22	33
Qacha's Nek	15	0	15
Quthing	18	10	16
Thaba-Tseka	16	0	29
Head Quarters	17	525	57

3.5.3. World First Aid Day celebrations

All ten (10) Red Cross Divisions marked the World First Aid day celebrations using the theme for the year “**First Aid for and by the children**” by engaging school children who remarkably displayed and demonstrated safety messages intended to prevent injuries using safety standards. The radio coverage was also used to disseminate information to more than **20,000** audiences throughout the country.

3.3.4. Other First Aid activities

The Society in collaboration the Ministry of Health covered the National events with First Aid services ;50th Independence celebrations held at Setsoto stadium on the 4th of October 2016.

First Aid services were conducted during the two national Society events namely; World Red Cross day and Lesotho Red Cross day.

Promotional material like **100 T-shirts, 200** note pads and **200 pens** bearing First Aid messages were printed, as well as Jackets for First Aiders.

The meeting of veteran First Aid Instructors and the newly trained Instructors was held at Durham Link for them to share the knowledge and new developments in First Aid training because of research.



5. YOUTH AND VOLUNTEERS:

Youth and volunteers are the cornerstones of the Red Cross work

National Youth Executive Committee

There is a fully operation national committee which comprises of 13 members; inclusive of the 3 co-opted members. In 2016, the committee sat 4 times as per the minimum stipulation in the Society's Constitution.

The committee comprises 80% of Division representation. The only 2 Divisions that are not represented in this NYEC term are Mokhotlong and ButhaButhe. The male to female ratio in the committee is 7:6. This highlights a fair representation in terms of gender and in terms of Divisions.

Induction of new committees in 2016

Youth committees were inducted in a 2 day workshop on 10th – 12th June 2016. The workshop consisted of 30 youth volunteers from 10 Divisions. The purpose of the induction was to inform every member of the statutes, policies and regulations that run the Red Cross so that they are informed of their roles and responsibilities. The workshop was attended by 13 females and 17 males.

Focal Persons

There were 3 regional focal persons who coordinated and reported on youth activities in respective regions. They coordinated youth activities in the larger areas of South, North and Central regions. In May 2016 new focal persons were engaged; Quthing and 'Butha Buthe, while the other one from ThabaTseka continued until July when her contract ended, and she was replaced by a youth from the dissemination and recruitment of volunteers in the communities and in schools.

summary of Dissemination sessions:

		Community	Schools	Total
Number of dissemination sessions		12	31	43
Number of people reached	F	186	1796	1982
	M	80	1122	1202
Number of people recruited	F	50	989	1039
	M	33	563	596

Even though support for the Focal persons' project ended in December 2016, the good work they started is being carried forward by volunteers in the Divisions.

School Clubs and Tertiary Chapters

Major efforts were made by the YVO and volunteers to resuscitate Red Cross activities among school goers at all levels. Discussions were held in Qacha's Nek between Mafeteng, Mochale's Hoek, Quthing and Qacha's Nek Divisions to agree on the approach to sustain School programme. There were 3 volunteers from each of the Divisions. In addition, former youth delegates and the focal persons played a major role in ensuring that Red Cross movement in schools is active. 14 schools were visited; 3 Primary, 8 High Schools and 3 Tertiary Institutions being Limkokwing University of Creative Technology, Lesotho College of Education and National University of Lesotho.

World Red Cross day 2016

Youth and volunteers participated in tree-planting at Khanyane in the morning of the WRCD 2016. The theme for 2016 is ***Everywhere for everyone*** There were more than 100 youth volunteers from the 10 Divisions of the Society. Tree planting activity was done in conjunction with the community to rehabilitate the soil in the area especially in the times when long dry spells have become common in the country. Thereafter, community members together with volunteers proceeded to chief's compound to celebrate with delegation from other Divisions.

Volunteer projects

Mafeteng; in Kopanong branch, there were 42 active volunteers as of September 2016. They are engaged in home-based care and food security projects. Every Thursday and Saturday patients are visited and their households are tended by cleaning and vegetables are brought to them. Vegetables are being planted in most of the volunteers' homes because initially, the seeds were divided amongst the volunteers to plant. It was learned that the seeds were contributed for and bought by the volunteers. There is also an orchard project in Kopanong branch. There are 1500 seedlings of peach trees being grown. The aim is to grow trees which will later be sold and others grown in an orchard.

About the Income Generating Activities (IGAs), 3 Divisions were doing well in 2016. These were Mokhotlong, Quthing and Leribe. In ThabaTseka and Mafeteng there are

Greenhouse projects which are minded by youth, but were not producing as expected drought

It must be highlighted that Khanyane branch did very well with the poultry project with only a few chickens not surviving. Out of the 100, 89 survived. Even though there marketing challenges, the sales earned them profits. However, the intention was to continue with the project in January 2017, but this has not happened as of April 2017.

Youth Camps

- **Independence Camp 2016**

On the 2nd October 2016 youth held a week-long camp in ThabaTseka Division. This camp occurred when the whole country was celebrating 50 years of Independence. The camp

ended in youth undertaking community service in the communities of Ramalapi and Mohlakeng where 8 and 5 homes, respectively were attended to. In these communities youth helped in the homes of elderly and disabled by cleaning the surroundings and doing the washing. Further, as part of the Independence celebrations, youth managed to plant 58 trees at the Pitso House where important gatherings take place near the town of ThabaTseka.

- **National Youth Workcamp**

A one week-long Workcamp was held at Ha Molapo, ButhaButhe from the 3rd to 10th December 2016. There were 96 youth volunteers from the 10 Divisions of LRCS. Youth spent 5 days of community service in Ha MolapoButhaButhe. A community garden was ploughed and planted and will benefit orphans and elderly members of Ha Molapo village. 190 woodlot seedlings were planted in the areas where soil erosion had degraded the land. Willow tree and *Cheche* tree species were planted. 46 community children benefited from participatory First Aid session with the capable facilitation of 2 youth first aid instructors. They learnt about burns, minor wounds amongst others. Again, Life skills sessions were held for 22 herd boys where information about HIV/AIDS, decision-making, healthy relationships and communication was shared in participatory forum.

Youth Delegate Exchange Programme (YDEP)

One of the youth projects (YDEP) came to full cycle in May 2016 ending with the return of the last group of delegates to their respective homes. LebusaKhasu and NthatsiLesala returned from Norway in June 2016 while AstriFratheim and Ida Rekve left for Norway in May 2016. A successful poultry project has been initiated in Khanyane, Leribe by Ida and Astri. On the other hand, Lebusa and Nthatsi undertook a 2 month after mission work in their respective Divisions sharing the valuable lessons from their Norwegian mission.

In ThabaTseka, the former Youth Delegate undertook Sexual Health workshop in Ha Laka branch in the rural community of Maboloka. Topics such Condom use, STI's and prevention of unwanted pregnancy were facilitated to 26 participants; 18 females and 8 males. Grocery parcels were distributed to 6 vulnerable households in Majakaneng community in July 2016.

26 participants benefited from a Leadership workshop in Ha Rantsimana in July 2016. This was facilitated by the former Youth Delegate and 5 youth volunteers from ThabaTseka Division. Another group of youth from the Division's central branch were facilitated to on Lifeskills. This was facilitated by the former Youth delegate and one volunteer who have a certificate in this. There were 28 participants in the session; 17 females and 11 males.

Commemorations

International Youth Day 2016

Friday 12th August 2016 was International Youth Day. The year's theme was "***Road to 2030: Eradicating poverty and achieving sustainability***". There were celebrations across the country and youth engaged in various activities such hosting sports tournaments and bicycle riding. The youth and volunteer officer joined in an event that was held in Kolo, Mafeteng where youth from Mafeteng Division also participated.

In this event, there were other organizations working with and for youth such as UNFPA, LPPA, *Hands of life* and JPIEGHO amongst others. There were representatives from government ministries like Ministry of Education, Ministry of Health and Ministry of gender, sports, youth and recreation. A total of 7 local schools were in attendance and of these 3 were secondary schools and 4 were primary schools.

African Youth Day

African Youth Day (AYD) was commemorated on **1ST November 2016**. It has been proclaimed and instituted on the African Youth Charter in 2006. It is commemorated on 1st November every year. The purpose of this commemoration is to drive increased youth recognition as key agents for social change and economic growth in all aspects of the African society, to contribute and channel youth motivation, energy and idealism and to reinforce the efforts towards the achievement of sustainable development in Africa. This message was shared on social media and youth engaged in a discussion of what the Day meant to them.

The 2016 AYD theme was “***Promoting youth mainstreaming as a catalyst towards harnessing the demographic dividend***”

World Red Cross Day 2016

Youth and volunteers participated in tree-planting on the hill slopes of Khanyane in the morning of the WRCD 2016 on the 14th May 2016. The theme for 2016 was ***Everywhere for everyone***. There were more than 100 youth volunteers from the 10 Divisions of the Society. Tree planting activity was done in conjunction with the community to rehabilitate the soil in the area especially in the times when long dry spells have become common in the country. Thereafter, community members together with volunteers proceeded to chief's compound to celebrate with delegation from other Divisions.

Peer to Peer Support

- Mokhotlong Peer Education debate Competitions- May 2016

Mokhotlong youth held a Peer education session for all their participating schools, 3 youth volunteers from TY, Mafeteng and ButhaButhe went there not only to support the youth in Mokhotlong but to also learn the techniques which are used in the district to effectively implement the programme

The presence of the teachers was an indication of the seriousness in which the programme was held in schools. There was an apparent high level of planning amongst the peer educators in Mokhotlong. First, the follow ups were made with schools prior to the event to confirm attendance. While there was no funding for the activity, but peer educators had mobilized resources on their own and there was lunch and snacks for all the participants!

- School outreaches in Leribe- May 2016

In May 2016, 3 youth volunteers from Mokhotlong, ThabaTseka and Mafeteng went to Leribeto help resuscitate youth activities in the Division. Schools that were visited for dissemination and recruitment are Pitseng L.E.C Primary school, Senyokotho Primary school Senyokotho High School; in Pitseng and Mount Royal High School. Red Cross messages were disseminated to the students and a focal person was identified to help coordinate activities in each of the schools.

In Pitseng P.S there were 77 females in total from classes 6 and 7, and 103 males from both classes. In Senyokotho P.S there were a total of 96 students disseminated to. In addition, Senyokotho H.S had approximately 200 assembling and addressed on the LRCS youth

message. Last, in Mount Royal H.S there were approximately 100 school pupils in attendance.

- A visit to Pitseng branch, Leribe- June 2016

On Wednesday 29th June 2016, Pitseng branch was visited by the YVO and Leribe Divisional Secretary and one committee member. The intention was to check on the health of the branch and distribute a clothes donation that had been collected, and to meet the volunteers in Pitseng especially on their plans to refurbish the Red Cross building in the area.

A total of 7 youth volunteers were in attendance, 5 males and 2 females. They addressed an audience of 37 people including children about Red Cross Movement and the 7 Fundamental Principles. 17 children benefitted from the distribution of clothes. The Youth in Pitseng are fully engaged in body-building and aerobics. These are being used to attract youth from outside so that they join the Society

Activity management workshop in Mafeteng

A 2-day project management workshop was held at Mafeteng for 14 participants -5 females and 9 males. It was intended to equip them with the required knowledge design a project from zero Amongst the topics that were covered were developing objectives of a project, planning a project/ activity, allocation of tasks, monitoring and evaluating a project/activity. The workshop helped the team to choose their projects; Bee-keeping and Homework Help. It was decided that the respective projects be led by the distinct teams that would be responsible to oversee the projects and facilitate their implementation. Only a Homework Help project worked, to a limited extent still. Youth cited that their projects failed due to unforeseen costs and lack of skill to run the projects.

Monitoring visits:

The Youth and Volunteer officer conducted monitoring visits to the Divisions,

ButhaButhe

ButhaButhe Division was visited in September 2016 where discussions were held about the volunteers and the activities they are engaged in. the Division had challenges; few active youth members and a failed IGA that was supported and afforded to the Division, as well as minimal corporation between Divisional Secretary and youth. the outcome of the visit was that the number of active youth has increased in ButhaButhe, and their participation in Divisional and National activities has improved.

Mafeteng

There was a visit to 5 branches of Mafeteng Division in September 2016, being Kopanong branch, Ha One, Tlaitlai, Majake and ThabanaMorena. High volunteer commitment was observed at these branches. Notable examples being of Ha One where a tree plantation project was started by 13 volunteers of the One village.

In ThabanaMorena, Linotsing, Khobotle and Manthama branches were visited. In these branches, the Food Security project had brought more volunteers together working especially on the greenhouses, growing orchard trees and growing vegetables in Khobotle and Manthama as well as Linotsing respectively. In all the project sites the number of volunteers actively involved has decreased significantly. On the other hand, the project is totally in Manthama project and it appears there are no more volunteers involved. There are 13 volunteers currently involved in Linotsing project, 11 females and 2 males. Whereas there are 25 volunteers in Khobotle and only 8 females are active in the project.

Quthing

In Quthing Division, the Volunteer Officer and the DS met volunteers in 3 branches. The first branch that was visited was Ha Piti which was a new branch at the time. There were 14 volunteers in total at the gathering. Volunteers in this branch are mainly engaged in home based care. They cared for HIV and TB patients in the community. Some of the volunteers in this branch were Care facilitators when the HBC project was still active. They explained that they need to be supported by proper care equipment.

A second branch that was visited was Mosenekeng. The attendance was impressive with 46 people; 38 females and 8 males. Even though not all of them are volunteers of LRCS, it was learned that the Chief is an active member of the Society hence dissemination was coupled in. There is an orchard in the branch and it was noted that there is a need to fence the area.

Mohale's Hoek

There was a visit to Mokhalinyane branch in Mohale's Hoek where volunteers were engaged in a meeting regarding the use of VCA for CBDRT and CBHFA. In this session, volunteers from different support groups were in attendance to be briefed about the integration health and WASH. It was facilitated by the WASH Project Officer in Mohale's Hoek, and the Divisional Secretary handled the VCA tool. The meeting was attended by 19 volunteers in total in the participatory session; 11 males and 8 females. All the volunteers were either in the support groups as community health workers or in the First Aid task teams.

PROGRAMS CONSTRAINTS:

The orphans and vulnerable children continue to increase and the community coping mechanisms continue to be depleted.

The climate change and the drought situation in Lesotho has made the bad situation worse increasing the vulnerability of children and communities at large.

Drought was a major challenge for WASH activities in the year 2016 as water sources were drying out. This also affected construction of latrines because there was not enough water to do the work in some areas.

BRCS supported WASH project was put on hold pending investigations for fraud allegations. Following several verification exercises by the BRCS and Australian Red Cross, the project went back on track after 5 months, so it is going to be difficult to recover the lost time.

There were delays regarding funds transfer particularly in OVC/WASH NorCross supported project, which saw some of the activities being kept on hold for two months. The currency loss landed the NS in a deficit as some construction materials were still not paid at the end of the year.

During winter, there are challenges to deliver materials and carry out construction work in the mountain districts, especially Mokhotlong due to snow.

On the other hand, heavy rains posed a challenge to deliver food items, and to cross Matsoku river since it does not have a bridge.

The road leading to most of the villages in Mokhotlong is in bad condition as such most of the suppliers are reluctant to deliver materials to those villages

There is a general challenge in the initialization and management of sustainable IGAs, including lack of commitment by youth and volunteers.

last cash transfer was not effected in August 2016 for IFRC supported emergency operations as planned, LRCS learnt later that the appeal coverage was 91% NOT 100% as communicated by IFRC when the operation started.

Most beneficiaries did not have bank accounts at Botha-Bothe and Berea
Famo music conflicts delayed food distribution at Mafeteng

Looking ahead: Roll out of CBHFA training at divisional and branch levels.

- LRCS's is planning to implement resilience building program focusing on Disaster Risk Reduction and health promotion and prevention interventions.
- Strengthen commercial First Aid
- Diversification of funding through proposals

Our partners:

LRCS is enjoying support from the Red Cross Movement partners in the implementation of Programs, they include Belgian RC, British RC, Norwegian RC, IFRC as well as ICRC.

LRCS partners outside the Red Cross Movement include UN Agencies such as UNICEF and WFP as well as other organizations like Water Aid. It is also collaborating with other like-minded organizations involved in health and HIV and AIDS like Christian Health Association of Lesotho (CHAL), Regional Psychosocial Support Initiative (REPSSI) and Lesotho Network of people living with HIV and AIDS (LENEPHWA), Kick4Life among others.

By its auxiliary status to the government, the Society is collaborating with in partnership with government departments and Ministries in both Health and Social Services and Disaster Management programmes; they include Ministries of Health, Social Development, Agriculture and Food Security, Education and Training, Local Government and Chieftainship Affairs, Gender and Youth Affairs and Disaster Management Authority. It is also working with the Child and Gender Protection Unit of the Police department ensures the safety of children and women.



6. COMMUNICATION OFFICE REPORT 2016

INTRODUCTION : The activities below were organised by the Communications office for the year 2016.

MEETINGS :

a.) ANNUAL GENERAL MEETING Letters to Divisions reminding them to hold their AGM was send, together with other AGM documents (nominations forms etc). Venue for the national AGM was secured, Compilation of reports from the Divisions was done and printed, Designed ballot papers for NEC elections Awards certificates were designed and done.

In addition, the Society held its national Annual General Meeting from April at Blue Mountain Inn TY Berea district where 10 Divisional, Programs, SG, NEC and audit reports and Youth Resolutions were presented and discussed.



Delegates at the AGM

The program of the AGM in 2016 included elections for the positions of First and Second Vice Presidents and Members of the NEC.

It was officially opened by Hon. Minister to the Prime Minister's Office Mr Kemetso Mathaba.

A total of 24 Awards were given under the categories of; Outstanding Divisions, Second best Division, Best Division in fundraising, Volunteers, Youth and Youth Groups.

b) RFL AND COMMUNICATIONS INTEGRATION WORKSHOP: ICRC organised a three day Restoring Family Links workshop in Johannesburg whose aim was to find ways communication can be integrated in the RFL activities as part of disseminating and profile it. The workshop was attended by Four National Societies' RFL Officers and Communications Managers; namely Botswana, Lesotho, South Africa and Swaziland.



Lesotho Red Cross Society presented the activities of RFL in the country and they included the following;

- Video of re-uniting an old man Mr. Elias Molise, who lived in Namibia for 37 years, with his family in Maseru in 2015. He died in March 2016.
- The Story of a girl allegedly turned into a sex slave in RSA, Lenasia and the role played by both LRCS and ICRC in trying to assist her. This was a presentation made by Maphoma Mosaola, the Divisional Secretary for Mohale'sHoek Red Cross Division
- The presence of South African Red Cross was welcomed by LRCS because hopefully the migration going on between the two countries need the two National Societies to work together. SARC was urged to find ways to have strong branches along the borders with Lesotho, especially at Maputsoe/Ficksburg, Mohale'sHoek and Qacha'sNek/Matatiele.

The Workshop highlighted the importance of using the Communication office to disseminate and publicise the work being done by the Movement in dealing with RFL including migration. The Communications team was urged to be useful in Safer Access to areas that are vulnerable to migration and conflict.

Communicators were also informed of the importance of Environment Scanning with the aim of ;

- tracking the evolution of specific incident/s
- tracking the evolution of specific issue/s / theme (political, ban on medicine importation)
- the public image of a National Society

The Workshop showed how NS staff or volunteers from other departments can be helpful in disseminating information on RFL activities.

Types of communicating were also discussed, namely; Operational communication, Public Communication to mention but a few.

The workshop also showed how important it is to use different kinds of communications channels such as social media, photo gallery, twitter and others.

c) First Aid Promotion workshop

First Aid is core business of the Red Cross and Red Crescent Movement and yet it is not marketed as such but just as business as usual. This was observed by six Southern African Red Cross National Societies attending the Promotion of First Aid activities in Johannesburg last August.

The week long workshop supported by the Belgian Red Cross through its office in South Africa was attended by First Aid Instructors, Communications Managers and branch/divisional officers from the NS supported by Belgian Red Cross namely; Botswana, Malawi, Zambia, Zimbabwe, Swaziland and Lesotho.



Lesotho Red Cross presenters at the Workshop.

The aim of the workshop was to ensure that National Societies Understand their goals regarding promotion of First Aid, have a tangible value statement, do quality management of the said product, market and segment their clients.

The workshop discussed means and ways of improving commercial First Aid in the National Societies. NS were asked to make at least a three year goal with a clear value proposition as guidance.

During the Workshop and after intensive training by the excellent facilitators, Team Lesotho (Mr. Neo Ramarou- Senior Instructor FA, Ms Lieketseng Masunyane - Divisional Secretary Quthing Division and Ms. Tokoloho Khutsoane - Communications Manager) came up with the following goal and preposition,

Goal • To increase Lesotho Red Cross Society's products of Commercial First Aid (CFA) revenue by 15% per year (2017 – 2019).

Our value proposition is: • Red Cross provide the best solution to First Aid training needs in Lesotho, based on its unique blend of;

- quality courses, providing effective prevention and reaction to First Aid;
- worldwide reputation and reliability, efficient and friendly administrative service;
- compliance to all regulatory and legislative requirements;
- competitive pricing and unbeatable value for money.

Team Lesotho also came up with strategic proposals looking at the 5 Ps;(product, people, price, place and promotion including packaging). The team was also encouraged to try where possible to customise the training according to the needs of the customers. The important part of this training was for the National Societies (NS) to do a lot of introspection regarding their product (First Aid). It was revealed that in order for the NS to know how much is collected in order to keep FA sustainable with the purpose of continuing to support the humanitarian activities of the Society.

In addition, promotion and publicity was also discussed. A few marketing tools were discussed by individual National Societies but there was a lot that the NS learned from each other.

One participants said it seems NS are under valuing their core business. The workshop agreed that First Aid is very important to and for everyone and that it was imperative for the NS to treat it as such but most importantly, NS have to survive in order to continue the humanitarian work hence promotion of Commercial FA is not negotiable. It should have been done long time ago.

EVENTS:

World Red Cross Day:

The Society celebrated the World Red Cross Day on May 14th at Khanyane Red Cross branch in Leribe.

Leribe Division has been struggling for sometimes now to revive its membership and branches hence the aim/s of celebrating the World Red Cross Day in Leribe were;

- To revive the branches of the Division in schools and villages through public gatherings.
- To strengthen the relationship between the LRCS and government departments in the district.





World Red Cross Day activities

Public Gatherings: The aims above were achieved by doing the following; o public gatherings were held in two branches of Qoqolosing and Linotsing. Although the turn up was not good due to the extremely cold weather that week the discussions were very good. It became clear during the gathering that people do not understand what the Red Cross in Lesotho does and how they can contribute or join. However, after explaining the activities of the Society and how communities can use the skilled personnel the Society has in the district offices and headquarter to assist in developing communities. At least 50 people from each branch attended and they included Red Cross members and the community members. The gatherings were attended mostly by women and a few men.

The following were the needs of the community from the Society; o send someone to assist/advise on fruit tree planting and raising funds with them o teach them how to do conservation farming because they no longer have livestock to help them with ploughing the fields. o teach them first aid so that they can assist each other. The observed that the nearest health service centre was far and that FA will assist a lot. o The Divisional Secretary promised to visit the branches accompanied by people from the Department of Agriculture and Disaster Management Coordinator to hold a public gathering that will address the needs of the communities.

Norwegian Red Cross/Lesotho Red Cross Society youth exchange program: The Leribe Division currently has Lesotho Red Cross/Norwegian Red Cross Youth Exchange program Delegates based in Leribe. The two Norwegian Youth have established a poultry project at Khanyane Red Cross branch where the celebration of the World Red Cross Society was held. The project was shown to the NEC of the Society. As part of celebrating the World Red Cross Day the Delegates organised a Youth Talent Show where 150 youth from the ten divisions of the Society participated. Winners were given prizes.

Tree Planting: At least 2000 trees were planted at the Khanyane hills. The activity was led by the Chief of Khanyane Chief Malefetsane Moliboea and was officially opened by the District Administrator of Leribe Mr Mokhabelane Morahanye.

The community of Khanyane, Red Cross youth and members of Red Cross in the area woke up early in the morning and planted the trees. After the tree planting activity the community gathered at the Chief's pitso ground where speeches, awarding of appreciation certificates were given to volunteers of Leribe Division, donation of hygiene kits to OVCs and aged and entertainment by the Red Cross youth from different parts of the country.

Present at the event were event were members of the National Executive Committee, Divisional Committee, Heads of Government Departments, Community of Khanyane village, staff, youth and members of the Society from ten divisions.

Blood Donation: Blood donation was done at the celebration where 25 people donated blood.

Media Coverage: The event was covered by Lesotho Television and Lesotho News Agency.

NEC INDUCTION

Lesotho Red Cross Society held a three-day induction for the newly elected National Executive Committee and senior management.

The LRCS leadership induction organized between the 7th and 10th of September 2016 at the Lancers Hotel in Maseru was successfully conducted and participants committed themselves to a number of key follow-on deliverable action points.

In attendance were the President Mr. Kopano Masilo and newly elected representatives of the National Executive Committee, the Society's Secretary General Prof. Teboho Kitleli and all key Heads of Programs staff drawn from the National Society Headquarters.

Facilitation was diligently jointly presented by Ms. Mabel Keketso, the Secretary General of Botswana Red Cross and Mr. Justine Mukwecheni, Head of Cooperation ICRC Harare Delegation. The ICRC Delegation in Pretoria enlisted the assistance of Mr. Mukwecheni. The meeting was later graced by the presence of the Botswana Red Cross President who shared experiences with the newly elected Board on what is expected of them.

The induction was kick started by an official opening ceremony by the Honourable Minister of Health Dr. Molutsi Monyamane, and attended by the LRCS core group of professionals, the Head of ICRC Pretoria Delegation, and LRCS stalwarts; Mrs Makabelo Mosothoane - former



Participants of the NEC Induction including President of Botswana Red Cross

DREF:

Lesotho Red Cross Society started assisting the most vulnerable communities affected by the current drought in the country after the Prime Minister of Lesotho declared the state of emergency in 2015 December.

Lesotho Red Cross Society worked in four districts of Mafeteng (Thabana Morena)- in the lowlands and two mountain districts of Qacha'sNek (in Sehlabathebe) and Thaba Tseka town. The Society assisted 1800 households (9000 beneficiaries)

COMMUNICATIONS OFFICE ROLE:

- Coverage of food distribution through video taking and article writing
- Coverage of distribution of seeds and gardening tools - same as above
- Organizing media trip/s where five newspapers, namely; Lesotho Times, Informative Newspaper, Freelancers, Mosotho and Public Eye. In addition, the local television station - Lesotho Television and Radio Lesotho's peak time magazine program - Seboping and Lesotho News Agency.
- Organized a qualified videographer to record all events of DREF in the three districts.



The media covered the work being done and interviewed beneficiaries.

49th Anniversary of LRCS\ The Society celebrated its 49th anniversary in the Butha Buthe Division on November 19th. The Society's Divisions send their representatives to the event and members of the National Executive Committee led by the First Vice President Mr. Mpane Nthunya also attended. The event marked the official opening of the newly renovated offices of Butha Buthe Red Cross Division followed by a fun walk to the Pitso ground where the District Administrator officially opened the celebration.

The event was captured by an outsourced video company. Lesotho News Agency and other journalists were also present.

AUXILIARY ROLE WORKSHOP:

Auxiliary Role to public authorities Workshops:

In realizing the misperception about the Red Cross in the country that resulted in the Society being perceived as a rich organisation and that it is a donor organisation, the Communications Office with financial support from the Norwegian Red Cross and the International Committee of the Red Cross held several Meetings Mafeteng and Berea with Heads of Government Department and Red Cross Divisional Committees, including staff.



Leribe Heads of Department and Leribe Divisional Committee members at the workshop

The objective of the meetings was to disseminate what is meant by the Auxiliary Role of the Red Cross to the public authorities.

In addition, the aim was also to sensitize LRCS staff about the importance of ensuring that they remind government through Heads of Departments where they are working in different parts of the country about what auxiliary role of the NS to public authority really mean.

At least 33 staff members from headquarters , project officers and health centres staff attended the workshop

Both meeting in Berea, Leribe, Maseru were officially opened by the Secretary General Prof. Teboho Kitleli.

#FREE PADS FOR SCHOOL GIRLS CAMPAIGN

A lot of publicity through radio, news agencies and social media was done to promote the #Free pads for school girls campaign which was launched in Bobete Thaba Tseka under the Water, Sanitation and Hygiene Project (WASH) supported by Water Aid Lesotho. Donations After much publicity, the following people/institutions donated sanitary pads; Lesotho Defence Force with a donation of sanitary pads to the value of M5000 = 570 packets; a supply for 5 months, ordinary Mosotho woman Mme Mabafokeng Khati and local business man who wanted to remain anonymous.



At least 100 girls from four schools around Bobete received the sanitary pads from Lesotho Defence Force on November 19th during the World Toilet Day celebration in Bobete.

Visibility materials in the form of string bags (150) to carry the sanitary pads, hats (30) and squeeze bottles (150) were produced.

50TH ANNIVERSARY OF LRCS

- A Concept paper showing how the anniversary activities will be undertaken has been done and send to the Management for comments/approval.
- A letter requesting support from local technical university (LUCT) for students to assist in producing a documentary and a logo for the jubilee has been written.
- Compilatbn of pictures to produce a collage is undergoing.
- Videos to be part of the documentary have been identified.
- Preliminary interview with Dr. Musi Mokete former President of LRCS has been done.

The aim was to get history as he remembers it.

SOCIAL MEDIA:

- Lesotho Red Cross Society website: was updated monthly
- Lesotho Red Cross Society Youth Group- 2900 members - not much difference
- Lesotho Red Cross Society- 810
- Lesotho Red Cross Page- 1495 LIKES and 87% response rate

MEDIA: Regular contact with the media, ie: Lesotho News Agency, Radio Lesotho, Public Eye and Lesotho Times newspapers including Lesotho Television, was done.



Dr Michael Charles from the Federation addressing the media

A press conference was held to inform the media about the DREF operation. Present at the conference were Dr. Michael Charles, the Secretary General of LRCS Prof Teboho Kitleli, other partners and staff.

PUBLICATIONS:

- Annual report compiled, edited and to be printed in the second quarter
- Newsletter: first issue produced and distributed

PROJECT SITES VISIT:

The DREF operation funded the Communications office trips to its operations in Mafeteng, Thaba Tseka and Qacha'sNek The visit resulted in articles being written and posted on the Federation Africa Website, LRCS Website and Facebook page and groups.

WASH project in Bobete Thaba Tseka funded Communications office trips to the operation site for interviews and compilation of articles that were posted on the websites and social media. The both articles were compiled and written by a volunteer Journalist Ms Mamonehela Masupha

MSCL:

a). ICRC Head of Communications- Southern Africa Mission Visit:

ICRC Head of Communications in Southern Africa Mr Tendayi Sengwe visited Lesotho Red Cross Society from May15th to 20th this year. The purpose of the visit was to scan the political environment of Lesotho and meet with key people who he held meetings with. Mr Sengwe met with the following people while in Lesotho; - Mr. Sofonea Shale of Development for Peace Education (DPE)- Mr Tsebo Matsasa of MISA Lesotho - Mr . Khotos Masheane - Prof. Kapa of NUL - Representative or managers of radio stations, namely; Harvest FM and Mo-Afrika FM. - Editors of Lesotho Times and Public Eye newspapers



MR Sengwe with Mr Shale of DPE

Mr. Songwe also held a meeting with LRCS Comms Manager where possible activities for next year (2017) were discussed. The activities included; a) 50th anniversary of LRCS campaign, b) Corporate ID upgrade c) Publications include calendar d) Media workshop

b) Funeral of the Repatriated Migrant from Namibia; Lesotho Red Cross Society through the office of Communications attended the funeral of Mr Elias Mathibela Molise of Ha Mokhalinyane who passed away in March 2016 after he was re-united with his family in June 2015. The video of his journey from Namibia to Lesotho is now complete and out.



7. HUMAN RESOURCES AND ADMIN MANAGER ANNUAL REPORT 2016

Introduction

LRCS Human Resources department objectives is to provide advisory roles and services with competent human resources, motivated and mobilized around the objectives of the organization, while ensuring greater efficiency in the management of resources. The annual report for the department are highlighted below.

TRAININGS:

Lesotho Red Cross Society held three-day in-house workshop facilitated by Directorate of dispute Prevention and Resolution representative. The DDPR is a semi-autonomous labour tribunal, established in terms of section 46B of the Lesotho Labour Code (Amendment) Act, 2000 (the Act). It has been established as a juristic person. It is independent of the government, political parties, trade unions, employers and employers' organizations.

The workshop was attended by the middle and senior management at LRCS. The topic that was discussed are 1. **How to properly conduct a disciplinary hearing for misconduct cases which ran for two days and the other one was workplace grievance handling which took one day.**

HOW TO PROPERLY CONDUCT A DISCIPLINARY HEARING FOR MISCONDUCT CASES

The facilitator started by providing the statutory definition of dismissal, unfair dismissal and remedies affordable as per labour code order 1992. He further elaborated on the steps towards preparing for disciplinary cases which start with the investigations, in this step he mentioned the methods of investigations such as oral interviews and statements, trapping and entrapment and eventually compilation of investigation report. And further highlighted as to how long should the investigations

last. The other factor discussed was addressing the suspensions during the investigations, he pointed out that the suspension should not be punitive and be fair.

We further discussed rules for formulating charges, and this include but not limited to identify the applicable rule, making factual summary of the events, using gross where applicable, avoid splitting the charges and avoid being legalistic where not necessary. The notifications letters to the charged officer and taking into consideration the request for further particulars by the employee charged.

We also learnt the type of participants and their involvement in the disciplinary hearing and below is the physical layout of disciplinary enquiry.

WORKPLACE GRIEVANCE HANDLING

The definition of grievance was introduced as contained in the labour code order 1992 and its factors, the formal and informal grievance features and the stages in handling grievances at workplace. The causes of grievances such as interpersonal conflict, lack of recognition, lack of motivation, and poor management, unfulfilled expectations.

Finally, the possible consequences of inadequate handling of grievance may lead to breakdown in trust, reduction in production, resignations, and increase in workplace accidents, strikes, legal actions, bad reputations, increase in theft and other types of misconduct.

FINANCE TRAINING

Lesotho Red Cross Society has requested the support for the facilitation of the Training for the Finance and Accounts staff on certain functions within the finance staff in order to improve on the compliance, accuracy and completeness of the recording and reporting of the Society's financial information. Moreover, the training was aimed at improving the efficiency and effectiveness of the Finance and Account staff in the discharge of their duties in the department and also to make them aware of issues of code of conduct, professional ethics and fraud. The training is also intended to cover areas of internal audit and the implementation of an efficient control environment.

The training was officially opened by the Society's Secretary General (SG). In his opening remarks, he mentioned that the training should address areas of Finance development, improved financial management, development of divisional offices and sustainability at both Society's, programme and finance level. The SG was accompanied by the Programmes Director and Human Resources Manager who throughout the term of the training they had an active attendance and participation. The Finance department was represented by Finance Director, the Senior Accountant and the various programme Accountants and the Procurement Officer. The last (3rd) day of the training had the attendance and participation of various officers from the programmes department since the programme for the day covered areas cutting across all LRCS departments.

Methodology

The training was delivered as a more interactive and scenario based sessions and LRCS finance staff also came up with real transactions that were discussed during the training sessions in order to advice on the proper accounting treatment of such or to come up with recommendations on the problems that were raised in relation to those transactions.

Reference was also made on real issues that have been raised by the external auditors on past management letters affecting areas that were discussed during the training and the department was advised on the best way to address those audit queries and improve on accountability and reporting.

• INTERNATIONAL TRAININGS

NHSSC attended a training in Malawi on RDRT HE in August 2016 the objective of the training was Train Health personnel in the National Offices to respond to emergencies as 70% of disaster in Africa are due to epidemics. The lesson learnt covered

- Learn about how to respond to different common epidemics in Africa – water, hygiene and sanitation (WASH), Vector borne, Reproductive Health – HIV and Nutrition related.
- Learn on how to write Emergency Appeals that are Health related.
- Learn how to run a DREF and Appeal project and mitigate the common problems that occur during implementation.
- Simulation of complex emergency which was build up on daily basis and implementation in the field as Malawi experienced cholera.

MOURNING

One of our staff member, by the name of Mr Tseliso Mphulakhotso who was holding the position of Nightwatchman at Thaba Bosiu Health Centre passed away and was laid to rest in 2016.

REHABILITATION OF PROPERTIES

a) Property Management

i) HQ

The concrete path way was undertaken at HQ as shown on the pictures below. The works at HQ was the gladding of the wall inside the passages of the buildings as shown below, fixing the leakage of the roofing and painting the offices, put up rubber on the stairs, put up the wood wall in the boardroom and build the stairs at the main entrance gate .

b) LRCS building occupied by Ministry of Correctional Services and Public Services

The task that was undertaken was to build the retaining wall in the building as shown below and on the other hand the glass door was erected as well that separate two floors between Lesotho Correctional Services and Ministry of Public Service.

c) Thibella flats

The works at Thibella flats included the painting inside the rooms, floor stairs, installing the steel gutters, floor concrete slab outside the building, ceramic tiles inside the toilets, wardrobes, putting up new kitchen basins, towel trains inside the toilets, repairs of geysers, build two new steel gates, address the roof leakage and put up fisher boards, put up steel balcony.

d) Botha- Bothe Division

Here the works include new floor tiles inside the house, partitioning, painting the roof, concrete stairways and fences with steel gates around the yard, painting the room inside



WI FI INSTALLATION

The task that was done include the configuration of WIFI at HQ to enable to function well

a) Quarterly meetings of Divisional Secretaries

The Divisional Secretaries held their quarterly meetings at HQ where the chairpersons of the Divisions were also part of the meeting and the invited guest was the 1st vice president of the Society. First of all HR and Admin Manager presented the policies that were endorsed by the AGM and ask the head of programme to make highlights on those policies and strategies, Child and protection strategy was presented where the importance of the strategy was discussed that it acts as a tool

to provide guidance and raise awareness to all so that there is no abuse of power, positions and neglect of responsibilities when directly and indirectly assisting children that could endanger or expose them to atrocities. Therefore the strategy becomes a tool for provision of a protective and enabling environment for all those who work with children including networking, and partners of Lesotho Red Cross Society. On the other hand Gender based Violence Strategy was also presented it was mentioned that the strategy shall provide internal guidance on how LRCS aims to mainstream gender issues throughout its project cycle “program development and activity implementation, including project monitoring and evaluation” it was highlighted that the strategy applies to anyone who is involved in any of the LRCS interventions in all areas including but not limited to Board members, staff and volunteers of LRCS, Partners, contractors, suppliers and their employees providing services to or working with LRCS, Parties participating in LRCS events and activities, It is to be included as part of the employment contract of all Employees, This strategy focuses on gender, which is the roles, responsibilities, needs, interests and capacities of both men and women which are influenced by social and cultural factors of a particular community.

1st Vice President pointed out that as the board they held an induction which was facilitated by the IFRC team and revealed that one element he would like to share with the Divisions is the Cost cutting mechanisms by the Divisions since the Society coffers is not in good shape, he emphasized that it is the responsibilities of each member to assist the Society as such for example the number of days spent on AGM could be reduced.

In addition a presentation on Fundraisings was shared and the highlights of Skillshare workshop FD attended in London. The workshop was hosted by British Red Cross and the main objectives was to share experiences and success of other National Societies in resource mobilization and to equip participants with ideas and strategies in successful fundraising in order to achieve financial sustainability. For the NS to move from movement funded to domestically self-sustained, NS needs to provide relevant services, build trust and integrity. This function is the sole responsibility of leadership; the Board and senior management must be committed and be adaptive to change. Fund raising is not an overnight exercise as it needs commitment and perseverance to steer it in the right direction over a number of years. Strategic plan should be able to provide required direction as outlined above.

HR and Admin Manager also shared the OCAC report to the meeting and DMC also talked to the Divisions on Restoring Family Links updates, and PD mentioned the status of the partner’s interventions towards the programmes and First Aid Instructor gave a presentation report with regard to the First Aid training they attended with Communication Manager and Divisional Secretary for Quthing Division which was held in Johannesburg organised by Belgian Red Cross. He pointed out that first aid should be treated using business management model especially marketing strategy component which include Goal with regard to sales or training of first aid, value

Proposition of the organisation , then product its self,price of the product, promotion and publicity strategies involved and lastly segmentation and targeting of the users or customers.



Pictures taken during Divisional meeting at HQ

INSTALLATION OF FLEET MANAGEMENT SYSTEM

LRCS cars were installed tracking system which will monitored by the officer in Terms and the system has a vehicle tracking system which monitors and relays vehicle data to the owner of the vehicle on the geographic location and status of their vehicles at any given point in time.

The system is accessible through a URL(Website) and can be accessed through computers, tablets or smart-phones and it relays real time vehicle position.

Key features of the system

The system shall offer fleet management services to customers and shall include but not shall not be limited to the following services;

- Real time vehicle tracking
- Geo fencing (i.e customer can set own geographical driving zones for drivers
- Trip summary reports (i.e speed, driver behaviour, geo fencing alerts etc)
- Panic button
- Roaming for cross border trips

STAFF RETREAT.

The staff took a trip to Eastern Cape where they held retreat and team building activities which were indeed motivating factor after hard work of 2016..

