

note. Using this case study, this paper will propose questions around how the diversity of spirituality of patients and health professionals alike might be considered within cross-cultural psychiatry as both research and practice, the relevance of which is significant for international organisations working in the area of mental health in Africa.

Planning for HIV Prevention in the Extractive Industry in Africa through Enhanced Environmental Impact Assessment

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Eastern and southern Africa is heavily impacted by HIV and AIDS with over 20 million people living with HIV, representing approximately half of global HIV infections. Large-scale development projects are known to increase the risk of HIV transmission, primarily due to the presence of a mostly transient male workforce. The United Nations Development Programme (UNDP) Regional Centre for Eastern and Southern Africa recently investigated environmental impact assessment (EIA) practice with respect to the inclusion of HIV in Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Uganda, and Zambia. EIA is now required to be undertaken for major new developments in virtually all countries worldwide. This research project builds upon the UNDP work by focusing on Australian mining companies currently operating in Africa, and aims to understand how enhancing planning for HIV prevention might be integrated into future EIA processes. The Africa Research Group at Murdoch University has established a collaborative network of industry and HIV experts that includes the Kheth'Impilo-Murdoch University HIV Alliance, the Australian African Mining Industry Group, the University of Pretoria, Makerere University, and the Southern African Institute for Environmental Assessment. Supported by a grant from the Australia Africa Universities Network, focused workshops are scheduled to take place in Perth, Western Australia prior to and as part of the 20th International AIDS Conference in Melbourne in July 2014. This research presents the initial findings of discussions, and it is envisaged that the collaboration of mining industry partners with leading HIV researchers and EIA practitioners (all currently operating in eastern and southern Africa) will develop effective measures to translate the enhanced EIA policy to be implemented at the mining and infrastructure operational level.

High Performance Work Systems' in the Context of the Health Sector in Republic of Uganda

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This research examines the nature of existing human resource practices in the Health Sector in Ugandan Hospitals, using a case study approach. The sample covered seven hospitals namely: Mulago, Butabika, Masaka, Fortportal, Lira, Mbarara, and Jinja Hospital. In-depth interviews were conducted with a range of staff including top management, health services providers and some support workers. The objectives of the study is to investigate the impact of high performance work practices on both employee and organizational outcomes, and how contextual factors have impacted on HR practices in the Ugandan hospitals.

'High Performance Work Systems' (HPWS) refers to certain key HR elements that strategically drive the organisations. These key HR elements are managed together in tandem, in ways that strategically drive the respective organisation's HR resources to achieve best outputs. These generally include: empowerment, extended knowledge creation, sharing & development, high level commitment, trust, emotional well-being or emotional labour, motivation, career progress and knowledge advancement in the individuals and the organisation –building the organisation's memory– Human Resource Development (HRD), job security & employment stability, and reasonable remuneration & job rewards, other drivers to productivity and motivation of HR.