

# Corporate Responsibility

## *The Roche Secondment Programme*

### Overview

*As part of Roche's ongoing commitment to improve health in some of the world's poorest countries, the company maintains a Secondment Programme to enable employees to contribute and help make a difference.<sup>1,2</sup> This builds upon Roche's commitment to innovate and improve health by exploring ways in which the capabilities of the company and its employees can be used to make a positive difference. Rather than just providing direct materials or financial donations, the programme aims to make a sustainable contribution to health through the expertise and skills of Roche's employees.*

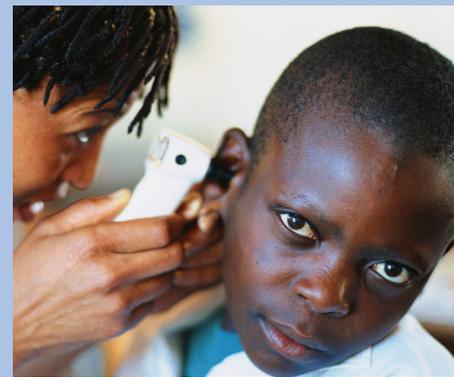
#### How does it work?

The Roche Secondment Programme provides a unique opportunity for Roche to share capacity and transfer specialist know-how in an effective and sustainable way, whilst also providing valuable personal development and experience opportunities to Roche employees. Employees can spend from three to twelve months working in a developing country in collaboration with a partner organization which already has expertise on the ground. With this programme, Roche is leading the way as the only healthcare company to fully fund secondment placements for up to twelve months.

The programme itself operates by interested, eligible employees identifying projects and

partner organisations where their professional skills can be used in a meaningful and sustainable way to help prevent or manage a health related issue in one of the world's poorest countries.<sup>1,2</sup>

The Secondment Programme was launched in 2007 as a joint human resources and corporate social responsibility initiative and reflects Roche's approach to finding solutions to health challenges in developing countries. This emphasizes collaborative partnerships by combining the skills and resources within the company with those of other organisations to deliver sustainable outputs that could not have been achieved alone.




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#### Key facts and figures

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- *Secondments last between three and twelve months and are open to all Roche employees*
- *With all projects being health related, the programme aims to support lasting changes to health through the experience and skills of Roche's employees*
- *The programme focuses on Least Developed Countries<sup>1</sup> or low income or lower middle income economies<sup>2</sup>*
- *Projects have taken place in countries including India, Kenya, Tanzania, Ghana, Ethiopia, Niger, Swaziland and Togo*
- *Partner organisations have included the Swiss Centre for International Health, World Vision, the Ethiopian Diabetes Association and the Canossian Sisters*

*“Bart Vanhauwere used his technical competencies and management skills to substantially improve the quality of work by our team in Niger, bringing a new perspective and more private business approach to our projects.”*

**Kaspar Wyss, Senior Public Health Specialist, Swiss Centre for International Health, Swiss Tropical and Public Health Institute.**

## Results

Since 2007 Roche employees have been successfully contributing their skills and expertise to make real and sustainable differences to health-related challenges in some of the world's poorest countries. Below are a selection of secondment experiences from Roche employees:

**Bart Vanhauwere – Roche Netherlands, General Manager,** worked in Niger for the Swiss Centre for International Health of the Swiss Tropical and Public Health Institute

Bart spent more than a year working as a Local Fund Agent (LFA) on a project for the Global Fund to Fight AIDS, Tuberculosis and Malaria. His work was managed by the Swiss Tropical and Public Health Institute. Bart's role as an LFA involved ensuring that money provided by the Global Fund to local health programmes was being spent correctly and producing results. Approximately half of his time was spent working in the field, visiting different projects around Niger, whilst the remainder was spent on project management, including budgeting, forecasting and producing progress reports.

Bart comments: *“My experience taught me a great deal about the priorities in treating neglected diseases in developing countries”*



**Marcelle Cammisa – Roche Canada, Information Technology,** worked in India, Kenya, Tanzania and Ghana with the World Vision Health and Nutrition team

Marcelle spent seven months with the World Vision Health and Nutrition team in India, Kenya, Tanzania, and Ghana. Her time with World Vision included work assessing whether Distance Learning technologies in these countries were a viable option for training staff, as well as providing valuable data and insights for the World Vision team, which were later used to develop global Health and Nutrition training strategies.

Marcelle says of her experience: *“I am so very grateful for the support and encouragement received from Roche Canada, Roche Basel, and Roche India as they worked together with World Vision. Thank you Roche... you make a difference in the world every day.”*

**Jutta Schroth – Roche Germany, Mannheim Diagnostics,** worked in Ethiopia with the Ethiopian Diabetes Association (EDA)

With a background in organisational and personnel development, as well as in communications and business development in Diabetes Care, Jutta was perfectly poised to spend six months working with the EDA. Here she worked on projects to help improve access to reliable information and education for people with diabetes in Ethiopia, an essential route in helping individuals with their self-management of this disease.

Jutta comments: *“When you look at the enormous challenges facing Ethiopia you can hardly avoid asking yourself whether you couldn't improve something too.”*

## References

- 1 For a full list of UN-defined Least Developed Countries, please visit <http://www.un.org/special-rep/ohrlls/ldc/list.htm>
- 2 For a full list of World Bank defined lower and lower middle income countries, please visit <http://web.worldbank.org>

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