

# AIDS/HIV in the Workplace

Based on SAQA's Unit Standard 13915, NQF Level 3, 4 Credits

## Introduction

*This practical course provides guidance on how to handle a colleague who is HIV positive. It educates workers about the disease and the impact the epidemic has on an organisation, in order to create an informed and caring workforce.*

## Course Objectives

- Understand the effects of HIV/AIDS on the immune system
- Know how HIV/AIDS is transmitted
- Know what behaviour is safe and what behaviour carries the risk of HIV/AIDS transmission
- Know what guidelines and assistance are available to support workers with HIV/AIDS and recognise own role in creating a caring work environment
- Understand the implications of the HIV/AIDS pandemic for society, the economy, a business sub-sector, an organisation and a specific workplace

## Course Outline

### Understanding HIV/AIDS and its effect on the immune system

- Understanding HIV/AIDS
- Analysing the affect on the immune system
- Understanding the window period with reference to the Elisa Test
- Explaining why the test results of newborns born to HIV positive mothers may change over time

### Understanding how HIV/AIDS is transmitted

- Outlining the effect of body fluids on the transmission of the virus
- Identifying the ways in which HIV is transmitted and the conditions necessary for transmission
- Understanding the actions that an HIV positive mother can take to lower the risk of infection to her child
- Outlining precautions used in SA to ensure that blood products are HIV-free

Knowing what behaviour is safe and what behaviour carries the risk of HIV transmission

- Outlining the relationship between human behaviour and HIV/AIDS
- Identifying ways in which the individual can avoid contracting or spreading the virus
- Classifying behaviour that carries a risk of contracting the virus as high, medium or low risk
- Identifying situations that have a potential to spread HIV/AIDS in the workplace and rating them in terms of high, medium and low risk
- Describing common fears and misunderstandings about the transmission of the virus in the context of the workplace
- Understanding how untreated STDs greatly increase the risk of transmission

Knowing what guidelines and assistance are available to support workers with HIV/AIDS

- Analysing your organisation's policy on HIV/AIDS or the Department of Health's "Guidelines for developing a workplace policy and programme"
- Identifying possible problems that a worker with HIV/AIDS could encounter and how to create a caring situation in the workplace
- Outlining the importance employers play in playing a proactive role in addressing the AIDS pandemic
- Explaining the availability of HIV/AIDS prevention and wellness programmes provided by medical schemes and how to access them
- Identifying the treatment options available to a person with HIV/AIDS
- Understanding the rights of workers in respect of HIV/AIDS
- Draft a code of behaviour in the workplace
- Addressing the stigma surrounding HIV/AIDS

Understanding the implications of the HIV/AIDS pandemic

- Analysing the effect of AIDS orphans on the economy
- Identifying the effect on the economy of a population composed mainly of children and the aged
- Understanding the cost of medical care for employees with HIV/AIDS and the implications for employers
- Discussing the effect of HIV/AIDS on the workforce and family income