



THE  
LEARNING  
DEVELOPMENT  
GROUP

## Introduction

This course has been developed to meet the needs of organisations wishing to respond with compassion and understanding to HIV and AIDS challenges encountered in the workplace.

The aim of the course is to provide managers with a deeper knowledge of HIV and AIDS, as well as the skills to manage the impacts of this dreaded disease.

The programme focusses on the personal impacts on employees as well as on organisational areas such as policy and procedures, roles and responsibilities, human resource adjustments and programmes.

Participants will gain insight into the care continuum of HIV positive people, prevention strategies, the rights of the employee and employer, workplace HIV/AIDS critical issues, as well as best practice in management.

## Target Audience

The programme is developed for all professionals and non-professionals in a workplace environment, including management, supervisors or team leaders, and staff, as well as contractors and subcontractors.

## Entry Requirements

There is open access to this unit standard but:

- Hold a GETC or equivalent qualification or
- Competence in communication literacy at NQF level 2.
- Competence in mathematical literacy at NQF level 2.

## Additional Requirements

- Active support and mentorship by your manager.
- Access to a PC and software for course assignments.

Health, Safety & Hygiene

# Understanding AIDS / HIV In the Workplace

SERVICES SETA Statement of Results

SP / US ID: 13915

NQF Level: 3

Credits: 4

## Course Delivery & Assessment

We use in-classroom, virtual classroom and blended interactive facilitated training sessions, group discussions, assignments, case studies and self study to embed skills.

You will need to:

- Attend all lectures and sessions.
- Demonstrate theoretical and practical understanding of programme content.
- Complete and present practical workplace assignments.
- Compile and submit a Portfolio of Evidence (PoE).

To receive your Statement of Results, you will need to compile, submit and be found competent on a Portfolio of Evidence (PoE).

## Learning Outcomes

By the end of the programme, you will:

- 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.
- Be able to identify and provide possible solutions that would lead to the organisation creating a caring environment for workers with HIV/AIDS and by actively discouraging negative attitudes towards people with HIV/AIDS.



## Course Content

**Demonstrate Knowledge & Understanding of HIV/AIDS in a Workplace, & Its Effects on a Business Sub-sector, Own Organisation and a Specific Workplace.**

**Accreditation Body: SERVICES SETA**

**US ID: 13915 | NQF Level: 3 | Credits : 4**

### **Module 1: Understanding HIV/AIDS and its effect on the immune system**

- Understand HIV/AIDS
- Analyse the effect on the immune system
- Understand the window period with reference to the Elisa Test
- Explain why the test results of new-borns born to HIV positive mothers may change over time and how untreated STDs greatly increase the risk of transmission

### **Module 2: Understanding how HIV/AIDS is transmitted**

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

### **Module 3: Knowing what behaviour is safe and what behaviour carries the risk of HIV transmission**

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

### **Module 4: Knowing what guidelines and assistance are available to support workers with HIV/AIDS**

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

### **Module 5: Understanding the implications of the HIV/AIDS pandemic**

- Analyse the effect of AIDS orphans on the economy
- Identify the effect on the economy of a population composed mainly of children and the aged
- Understand the cost of medical care for employees with HIV/AIDS and the implications for employers
- Discuss the effect of HIV/AIDS on the workforce and family income



info@ldgroup.co.za



+27 086 022 7337



www.ldgroup.co.za

## Our Accredited Organisations



FACULTY  
TRAINING  
INSTITUTE



Siyangqoba

