

	<b>HIV/AIDS Policy</b>	Doc No.	POL-HR 008
		Rev No.	01
		Rev Date	29/08/2013

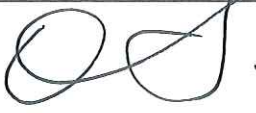

# HIV/AIDS Policy



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## REVISION & REVIEW TABLE

Rev Code	Issue Date	Description of Revisions Made	Signatures	
			Responsible	Approved
00		Document Started	Ria Hattingh	Wayne Reddie
01	29/08/2013	Historical Changes	Ria Hattingh	Wayne Reddie
	02/05/2019	Document Reviewed – No Change	 Shanta Vengothamy	 Ria Hattingh

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**1. EMPLOYMENT**

Some applicants may be required to pass a standard pre-employment medical examination if their position requires it. This does not include an HIV test. All employees with HIV and Aids and/or TB will continue to be employed until they become medically unfit to work.

**2. DISCRIMINATION**

Any employee whether infected or affected by the HI virus will not be discriminated against in any way and will be afforded the same rights as any other employee. The company has a zero discrimination policy

**3. EMPLOYEE BENEFITS**

Medical assistance (including ARV's where clinically prescribed) will be provided for permanently employed HIV positive employees according to their conditions of employment and where applicable to the rules of the relevant medical aid scheme. Limited duration HIV positive employees will be offered assistance in accessing medical support through public facilities. When an employee is no longer able to continue in employment as a result of ill health, the company's rules regarding ill health and retirement will apply.

**4. CONFIDENTIALITY**

No employee will be obliged to disclose their HIV status to management. Should any information be passed on to management for whatever reason, it will be treated in the strictest confidence.

**5. COUNSELLING**

Access to appropriate support and counseling services will be made available to all employees affected by HIV.

**6. EDUCATION**

Information and education programmes on HIV and AIDS and TB will be made available to all employees.

**7. PREVENTATIVE MEASURES**

Condoms along with educational information will be made available at all workplaces and will be provided free of charge.

**8. STIGMA**

Stigma continues to limit open discussions regarding HIV and is a significant deterrent to the early registration of HIV positive people onto available treatment programs. The company commits to trying to eradicate stigmatisation of anybody living with HIV.

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**9. DISCLOSURE**

Whilst an employee’s HIV status will be treated with the strictest confidentiality, the company recognises the benefits of voluntary disclosure and will actively seek to create a climate conducive to HIV positive employees disclosing their status.

**10. INJURY ON DUTY**

The company recognises the potential for HIV infection resulting from workplace accidents, will provide Post Exposure Prophylaxis (PEP) where indicated and will educate staff accordingly.

**11. POLICY REVIEW**

This policy will be reviewed on a regular basis.

The greatest assets of a Company are the employees and wherever possible the Company will continue to ensure a safe and healthy working environment for all.

**AIDS Resource Centres:**

**AIDS Tollfree Helpline: 0800-012-322**

**CareWorks: 0860 10 11 10**