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**HEALTH POLICY
INITIATIVE**

AIDS Policy Modules 12, 13 & 14

Developing an HIV/AIDS Policy: Content, Process, Challenges and Implementation

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Aims of this presentation

By the end of the presentation, you will have:

- an understanding of where this module fits in relation to the other modules
- an overview of the structure, main themes and content areas of the module
- an understanding of how the module works/how to use the module
- issues and challenges in developing a workplace policy

Before we start ...

- Who has an HIV and AIDS policy at their workplace?
- When was your policy developed?
- Who of you, is involved in the implementation and/or evaluation of the policy?

Overview: Structure of policy modules

Module 12: Designing an HIV and AIDS policy: Function, content, principle and challenges

Module 13: Developing an HIV and AIDS policy - The process

Module 14.1: Challenges in the development and implementation of an HIV and AIDS workplace policy

Module 14.2: Integrating antiretroviral treatment into workplace policies and programmes

Module 14.3: Tuberculosis in South Africa

Module 14.4: Tools for the development and implementation of an HIV and AIDS workplace policy.

Module objectives

On completion of the modules, you will be able to:

1. Explain the **importance** of an HIV/AIDS workplace policy
2. Describe the **function, content and principles** of an AIDS workplace policy
3. Identify the **rights** reflected in HIV/AIDS workplace policies
4. Describe the **process** that can be used in developing an HIV/AIDS policy, and **apply** this to the workplace.
5. Assist with the **design** of a new policy.
6. Contribute to the **M&E** of an HIV/AIDS workplace policy.
7. Understand and be able to apply **useful tools** in HIV/AIDS workplace policy formulation
8. Discuss some of the **key issues and challenges** facing the development and implementation of an HIV/AIDS workplace policy.
9. Identify and describe some of the **key issues and challenges** in integrating an **ART programme** into a workplace policy/programme.
10. Understand the TB epidemic in South Africa

Module 12: Designing an HIV and AIDS policy: Function, Content and Principles

- What is an HIV/AIDS policy?
- The function of an HIV/AIDS policy
- Principles which guide a workplace response
- How to use principles and the law to develop an HIV/AIDS policy
- A rights-based approach to HIV/AIDS workplace policies
- Workplace HIV/AIDS programmes (e.g. ARV programme)

Module 13: Developing an HIV/AIDS policy – The Process

- Step 1: Acknowledge the problem
- Step 2: Secure management support; get champions
- Step 3: Appoint a representative task team
- Step 4: Gather relevant information
- Step 5: Reach consensus on key elements of an HIV/AIDS workplace policy
- Step 6: Draft the HIV/AIDS policy
- Step 7: Establish a process of consultation
- Step 8: Popularise and implement the policy
- Step 9: Monitor and evaluate the policy

Module 14

14.1 **Challenges** in the development and implementation of the HIV/AIDS workplace policy

14.2 Integrating **antiretroviral treatment** into workplace policies and programmes

14.3 **Tuberculosis** in South Africa

14.4 **Tools** for the development and implementation of an HIV/AIDS workplace policy

Main Themes – Moving into action: HIV/AIDS Workplace Programmes

Key elements of an HIV workplace programme include:

- An *impact assessment* of HIV and AIDS on your organisation;
- HIV/AIDS *awareness and prevention* programmes;
- Counselling and Testing (*C&T*) programmes;
- Creating an open and *accepting environment*;
- *Wellness programmes* for employees LWHA;
- *Counselling* and other forms of social support for infected employees;
- Reasonable *accommodation* for infected employees.

The application of the Law and Principles – A rights based approach

[Employment Equity Act: Code of Good Practice, and ILO Guidelines]

- Equality and non-discrimination
- HIV/AIDS Testing
- Confidentiality
- Promoting a safe working environment
- Compensation for occupationally acquired HIV/AIDS
- Employee benefits
- Reasonable accommodation
- Unfair dismissals

14.1 Challenges

- The training, education and development of employees living with HIV.
- The interpretation of the terms *reasonable accommodation* and *dismissal for incapacity* as a result of HIV and/or AIDS.
- Measures to *prevent the transmission* of HIV in the workplace.
- The establishment of *structures* to manage the policy and its programmes.

Challenges (cont)

- The organisation's position on the provision of *anti-retroviral (ARV) and other medication*.
- The organisation's position on extended *sick leave*.
- The organisation's *responsibility to the families and partners* of infected employees.
- The organisation's position on *involvement with the community*.

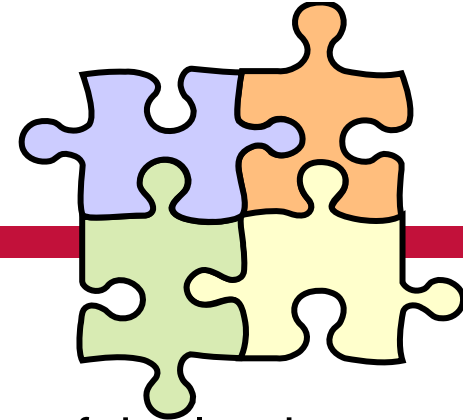
Module 14.2: Integrating antiretroviral treatment into workplace policies and programmes

- 1: An introduction to antiretroviral treatment
- 2: Antiretrovirals and the workplace

14.3 Sub-module: TB in South Africa

- Introduction to the sub-module on TB
 - Background and history of TB
- Basic information on TB
- Current status relating to TB (in South Africa)
- Management of TB in the workplace

14.4 Tools



Tool 1: Advocacy

Tool 2: The formation of an HIV/AIDS Task Team, and role of the leader

Tool 3: A summary of laws and guidelines

Tool 4: Checklist for drafting an HIV/AIDS workplace policy

Tool 5: Implementation checklist

Tool 6: How to evaluate your existing HIV/AIDS Policy

Tool 7: Software products that can be applied to support the development of an HIV/AIDS policy

Tool 8: Costing an HIV and AIDS program

Tool 9: Developing a monitoring and evaluation plan for HIV and AIDS