

APPLY KNOWLEDGE OF HIV/AIDS TO A SPECIFIC BUSINESS SECTOR AND A WORKPLACE.

SAQA ID: 114941

NQF LEVEL: 03

CREDITS: 04

OUTLINE

MODULE 1 - Explain HIV and Aids.

- ✓ The concepts HIV and AIDS are known and explained at a basic level of understanding.
- ✓ The way in which the immune system works is explained with reference to the role of antibodies and how HIV attacks the immune system.
- ✓ The concept of a window period is explained and an indication is given of how this affects the accuracy of test results.
- ✓ The impact of opportunistic infections on the compromised immune system is explained with examples.
- ✓ The stages of the disease are outlined with an example of what happens at each stage from infection with HIV to full-blown AIDS and death.
- ✓ The ways in which HIV is transmitted are discussed with examples.

MODULE 2 - Describe what behaviour is safe and what behaviour carries the risk of HIV transmission.

- ✓ The chances of a person surviving with AIDS are discussed with reference to the latest views on wellbeing of an HIV positive person.
- ✓ The relationship between human behaviour and HIV/AIDS is outlined and ways in which the individual can avoid contracting or spreading HIV/AIDS are indicated with reference to reducing the risk of infection.
- ✓ Examples of behaviour that carry a risk of contracting HIV/AIDS are named and classified according to whether they carry a high, medium or low risk.
- ✓ Situations that have a potential to spread HIV/AIDS in the workplace are discussed and rated in terms of high, medium and low risk.
- ✓ Fears and common misunderstandings about the transmission of HIV are described in the context of the workplace.

MODULE 3 - Interpret data and trends in HIV/AIDS in order to explain the potential impact.

- ✓ Sources of data on HIV/AIDS are identified and appropriate statistics are accessed for a specific organisation.
- ✓ Regional data is interpreted in order to identify trends.
- ✓ Regional data is applied to a specific sector or industry.
- ✓ The potential impact of HIV/AIDS on an organisation is inferred from regional and sector data.

MODULE 4 - Investigate the guidelines & assistance that are available to support workers affected by HIV/AIDS.

- ✓ A company policy on HIV/AIDS or the National Department of Health's document Guidelines for developing a workplace policy and programme is presented graphically.

- ✓ The possible problems that a worker with HIV/AIDS could encounter are listed with suggestions as to what the learner could do to create a caring situation in the workplace.
- ✓ The importance of employers playing a proactive role in addressing the AIDS pandemic are explained and suggestions are made as to how a specific organisation could create a caring environment for workers with HIV/AIDS.
- ✓ The availability of HIV/AIDS prevention and wellness programmes is known and an indication is given of how to access these in a specific organisation or area.
- ✓ Legislation that relates to HIV/AIDS in the workplace is identified and an indication is given of the consequences of non-compliance.
- ✓ The Universal Precautions are known and applied in the work environment.
- ✓ The concept of Voluntary Counselling and Testing (VCT) is explained with reference to the role of two different tests.
- ✓ The effects of HIV infection are explained including the ability of infected persons to perform work and the importance of lifestyle changes to boost the immune system and prevent re-infection.
- ✓ The importance of pre and post test counselling is known and understood and the implications of HIV testing for an individual are discussed in terms of making a personal decision to take an AIDS test.

MODULE 5 - Explain the implications of the HIV/AIDS pandemic.

- ✓ The effect of a population composed mainly of children and the aged on the economy and the State is outlined with examples.
- ✓ The need for medical care for people with HIV/AIDS and the implications for employers and the State are discussed with examples.
- ✓ The effect of HIV/AIDS on the workforce and family income is discussed with examples.
- ✓ The implications of HIV/AIDS for an organisation and a specific workplace are discussed with reference to revenue generation, absenteeism, productivity, Human Resource policies and programmes, employment practices, mechanisation, staff turnover and cost of health care.

DURATION:

Theoretical training: 2 days