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

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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