

Domain**HIV AND AIDS AWARENESS****Title:****Demonstrate knowledge of HIV and
AIDS in the workplace****Level: 2****Credits: 4****Purpose**

This unit standard specifies the competencies required to demonstrate awareness of HIV and AIDS in the workplace. It includes knowledge of ways of 'positive living' with HIV and AIDS, ARV treatment, workplace issues related to HIV and AIDS, and the impact of HIV and AIDS on the workplace and the national economy. This unit standard is intended for people requiring awareness of HIV and AIDS in the workplace in order to engage in paid employment, other forms of work and/or vocational education and training.

Special Notes

1. HIV and AIDS poses a key challenge to individuals as well as businesses and industry in Namibia. Awareness of the effects of HIV and AIDS on people and the workplace is critical in mitigating the impact and minimising the spread of the disease.
2. Glossary of terms:
 - '*HIV*' means Human Immuno-deficiency Virus
 - '*AIDS*' means Acquired Immune Deficiency Syndrome
 - '*ARV*' means Anti Retroviral and refers to the treatment used to prolong the lives of HIV-infected people.
 - '*Positive living*' refers to lifestyle changes to maintain health and well-being of HIV-infected people.
 - '*GDP*' means Gross Domestic Product and refers to one of several measures of the size of a country's economy.
3. Regulations and legislation relevant to this unit standard include the following:
 - Labour Act, No. 6, 1992
 - Occupational Health and Safety Regulations No. 18, 1997and all subsequent amendments.

Quality Assurance Requirements

This unit standard and others within this subfield may be awarded by institutions which meet the accreditation requirements set by the Namibia Qualifications Authority and the Namibia Training Authority and which comply with the national assessment and moderation requirements. Details of specific accreditation requirements and the national assessment arrangements are available from the Namibia Qualifications Authority and the Namibia Training Authority. All approved unit standards, qualifications and national assessment arrangements are available on the Namibia Training Authority website www.nta.com.na.

Elements and Performance Criteria

Element 1: Explain ways of 'positive living' with HIV and AIDS

Range

Nutritious food may include but is not limited to balanced diets containing vitamins, minerals, carbohydrates and proteins.

Performance Criteria

- 1.1 The importance of nutritious food for HIV infected persons is identified.
- 1.2 The impact of alcohol, drugs and tobacco consumption on the immune system of HIV infected persons is described.
- 1.3 The effects of physical exercise and a positive frame of mind on the health and well-being of HIV infected persons are identified.
- 1.4 The impact of re-infection on the immune system and disease progression is identified and described.
- 1.5 The importance of regular health checks and counselling for people living with HIV and AIDS are described.

Element 2: Demonstrate knowledge of ARV treatment

Range

Social requirements may include but are not limited to not abusing alcohol and/or drugs, treatment supporter, and maintaining fixed residential address for three months.

Side effects may include but are not limited to nausea, vomiting, fever, diarrhoea, muscle pain, weakness, and loss of appetite.

Performance Criteria

- 2.1 The importance of adherence and the effects of non-adherence to ARV treatment are identified.
- 2.2 The social requirements for enrolment for ARV treatment are described.
- 2.3 The side effects and complications of ARV treatment are identified.

Element 3: Identify workplace issues related to HIV and AIDS

Range

Common misunderstandings may include but are not limited to stigma and discrimination, unfair dismissal, and negative attitudes from colleagues and employers.

Company HIV and AIDS policies may include but are not limited to creating a caring and supportive workplace, and reducing prejudice, stigma and discrimination against HIV infected persons.

Roles and obligations of employers and employees with regard to HIV and AIDS at the workplace may include but are not limited to confidentiality, job security, no pre-employment testing, non-dismissal based on HIV and AIDS status, workplace policies and wellness programmes, and prevention of stigma and discrimination.

Performance Criteria

- 3.1 The importance of HIV testing and the role of pre-test and post-test counselling are identified.
- 3.2 Common misunderstandings about HIV and AIDS in the workplace are identified.
- 3.3 Company HIV and AIDS policies are followed.
- 3.4 Roles and obligations of employers and employees with regard to HIV and AIDS in the workplace are identified and outlined.
- 3.5 The role of HIV and AIDS workplace education and training programmes are identified and described.

Element 4: Demonstrate knowledge of the impact of HIV and AIDS on the workplace and the national economy

Range

Impact of HIV and AIDS on the workplace may include but is not limited to decreased productivity, increased absenteeism, decreased competitiveness and profit, increased costs through loss of production, loss of working days, increased insurance premiums and loss of skilled workers.

Impact of HIV and AIDS on the national economy may include but is not limited to decreased GDP and national income, rising cost of health and other social services, loss of skilled labour contributing to national skills shortage.

Performance Criteria

- 4.1 Any three (3) impacts of HIV and AIDS on the workplace are described.
- 4.2 Any three (3) impacts of HIV and AIDS on the national economy are described.

Registration Data

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