



higher education & training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

HIV & AIDS, STI AND TB MANAGEMENT POLICY

POLICY CUSTODIAN	Employee Health and Wellness
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TABLE OF CONTENTS

SECTION	SUBJECT	PAGE
A.	Acronyms	3
B.	Glossary of terms	4
1.	BACKGROUND AND INTRODUCTION	6
1.1	Policy Statement	6
1.2	Legislative Framework	6
2.	POLICY PURPOSE, OBJECTIVES AND PRINCIPLES	7
2.1	Purpose	7
2.2	Objectives	7
2.3	Principles	7
3.	SCOPE OF APPLICATION	7
4.	POLICY PROVISIONS	8
4.1	Policy Implementation/Operationalisation	8
4.2	Social and structural drivers of HIV, TB and STIS, and linked to the NSP (SO1)	8
4.3	Accelerate prevention to reduce new HIV and TB infections and STIS (SO2)	8
4.4	Ground the response to HIV, TB and STIs in human rights principles and approaches (SO4)	9
5.	ROLES AND RESPONSIBILITIES	10
6.	MONITORING AND EVALUATION	11
7.	POLICY REVIEW	11
8.	DISPUTE RESOLUTION	11
9.	POLICY APPROVAL SIGNATURE	11

A. Acronyms

ACRONYM	DEFINITION
DOT	Directly Observed Treatment
DOTS	Directly Observed Treatment Strategy
DPSA	Department of Public Service and Administration
IC	Infection Control
ICF	Intensified TB Case Finding
IPTISO	International Organisation for Standardisation
Isoniasid (INH)	Preventive Treatment
M&E	Monitoring and Evaluation
M.TB	Mycobacterium Tuberculosis
PEP	Post Exposure Prophylaxis
SABS	South African Bureau of Standards
SANS	South African National Standard
STI	Sexually Transmitted Infection
TB	Tuberculosis
WHO	World Health Organisation

A. Glossary Of Terms

TERM	DEFINITION
AIDS	Stands for ACQUIRED IMMUNE DEFICIENCY SYNDROME . AIDS is a condition that is present when the body's defense system is deficient and various life-threatening infections occur. These life-threatening infections are called opportunistic infections or diseases.
Extra Pulmonary TB	Refers to the TB disease affecting other parts of the body outside the lungs and is less infectious than the TB disease which occurs in the lungs.
Gender sensitive, rights based HIV & AIDS Mainstreaming	"Gender sensitive, rights based HIV&AIDS Mainstreaming into Public Service and Administration is an institutional development process that enables Public Service and Administration policy makers, implementers and other actors to address the underlying causes and the effects of gender inequality, and Human Rights violation/repression when Mainstreaming HIV&AIDS in an effective and sustained manner both through their usual work (external) and within their workplace (internal)" (DPSA, 2011)
HIV	Stands for HUMAN IMMUNODEFICIENCY VIRUS . It is a blood borne virus transmitted amongst human beings. HIV attacks the immune system and once it has rendered it incompetent, a person could develop various illnesses because the body will be too weak to defend itself.
Isoniazid Preventive Treatment (IPT)	Is the use of an anti-TB drug, isoniazid (INH), in TB preventive treatment. This treatment is effective in providing prevention against TB for up to 18 months period
Latent TB/or TB Infection	Is the state of having a small number of mycobacterium tuberculosis bacilli/bacteria present in the body that are unable to grow due to control by the immune system.
Mainstreaming of HIV&AIDS	Mainstreaming AIDS is a process that enables development actors to address the causes and effects of AIDS in an effective and sustained manner, both through their usual work and within their workplace. (UNAIDS Working definition)
Pulmonary TB	Refers to the TB disease which occurs in the lungs and is easily transmitted through droplets produced during cough and sneezing.

TB	Stands for TUBERCULOSIS . It is an infection caused by an organism called Mycobacterium Tuberculosis, characterised by fever, loss of weight, night sweat, and fatigue. When the infection is in the lungs the person presents with prolonged cough of more than two weeks.
TB disease	When a person develops symptoms of tuberculosis and is falling sick it is referred to as active TB.
TB Preventive Therapy/TB Prophylactic Treatment (TBPT)	Preventive therapy against TB is the use of one or more anti-tuberculosis drugs given to individuals with latent infection with <i>M. tuberculosis</i> in order to prevent the progression to active disease.
The Designated Manager	Means any member of the Senior Management Service in line with the provisions of the Public Service Act, 1994, who is tasked with championing the HIV&AIDS, STI and TB management programme within the workplace.
The EHWP Practitioner	Is an employee tasked with the responsibility to implement HIV&AIDS, STIs and TB programmes. The EHWP Practitioner is professionally trained to perform EHWP interventions and will refer cases further if deemed necessary.
The Employee	Means a person appointed in terms of the Public Service Act, 1994
The Head of Department	Means head of a national department, the office of the premier, a provincial department, or a head of a national or provincial component, and includes any employee acting in such post.
The Health and Safety Committee	Is a committee that is established by the HOD to initiate, develop, promote, maintain and review measures to ensure the health and safety of employees at the workplace. Such committee shall be constituted by the employer, health and safety representatives and labour unions.

1. BACKGROUND AND INTRODUCTION

1.1 Policy Statement

This Policy constitutes the policy position of the Department of Higher Education and Training in respect of addressing the HIV/AIDS, STI and TB management in the Department. The Policy is based on the Department's commitment to ensuring that its employees at all levels are supported in dealing with the complex issues that surround HIV/AIDS, STI and TB management.

With its staff either at risk or already infected and or affected by HIV/AIDS, STI and TB, the Department seek to make a great effort to deal with the challenges presented by HIV/AIDS, STI and TB in the Department. This Policy is intended to reinforce the various initiatives that have been in place for some time and those planned for the continuous improvement of the Department's effort in addressing the challenges. The Department commits to playing an active role in mitigating the impact of HIV/AIDS, STI and TB, and will continue to formulate actions aimed at reducing the impact of HIV/AIDS, STI and TB in the workplace.

1.2 Legislative Frameworks

- 1.2.1 Constitution of the RSA Act, 1996;
- 1.2.2 Basic Conditions of Employment Act, 1997 (Act 75 of 1997);
- 1.2.3 Employment Equity Act, 1998 (Acts 55 of 1998; Act 97 of 1998; Act 9 of 1999);
- 1.2.4 Managing HIV and AIDS in the Workplace: A guide for Government Departments (DPSA) July 2002;
- 1.2.5 Policy on Incapacity Leave and Ill Health Retirement, DPSA, 1 February 2006;
- 1.2.6 Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act 4 of 2000);
- 1.2.7 Public Service Act of 1994 as Amended and Regulations, and
- 1.2.8 Compensation for Occupational Diseases and Injuries Act, 1993 (Act 130 of 1993).

2. POLICY PURPOSE, OBJECTIVES AND PRINCIPLES

2.1 Purpose

This Policy serves as a guide to the Department in responding to HIV/AIDS, STI and TB Management.

2.2 Objectives

The objectives of this Policy is to provide guidance to the Department in order to:

- 2.2.1 Address the social and structural drivers of HIV, TB and STIs, and link these efforts to the NSP;
- 2.2.2 Accelerate prevention to reduce new HIV and TB infections and STIs;
- 2.2.3 Sustain health and wellness, and
- 2.2.4 Ground the response to HIV, TB and STIs in human rights principles and approaches.

2.3 Principles

- 2.3.1 Equity;
- 2.3.2 Integrity;
- 2.3.3 Honesty;
- 2.3.4 Transparency;
- 2.3.5 Responsiveness, and
- 2.3.6 Confidentiality

3. SCOPE OF APPLICATION

This Policy is applicable to all employees of the Department of Higher Education and Training.

4. POLICY PROVISIONS

4.1 Policy Implementation/Operationalisation

This Policy shall be operationalised in collaboration with auxiliary functions (e.g. HR, EHW, Finance Management, Facilities Management et cetera).

4.2 Social and structural drivers of HIV, TB and STIS, and linked to the NSP (SO1)

The Social and Structural drivers of HIV/AIDS, STI and TB shall be addressed through:

- 4.2.1 Ensuring that the departmental policies are mainstreamed with HIV/AIDS, STI and TB;
- 4.2.2 Reduction of vulnerability within the workplace;
- 4.2.3 Addressing gender inequalities and gender-based violence (e.g. young people and interns et cetera);
- 4.2.4 Implementing interventions to address the harmful use of alcohol and drugs;
- 4.2.5 Implementation of programmes that build resilience (e.g. EHWP capacity building workshops et cetera), and
- 4.2.6 Increasing access to provision of services for all survivors of sexual and gender-based violence.

4.3 Accelerate prevention to reduce new HIV and TB infections and STIS (SO2)

The prevention of new HIV/AIDS, STI and TB infections shall be accelerated through:

- 4.3.1 Maximising opportunities for testing and screening (e.g. HCT campaigns et cetera), and
- 4.3.2 Providing quality health education (e.g. physical wellness, psycho-social et cetera).

4.4 Ground the response to HIV, TB and STIs in human rights principles and approaches (SO4)

The response to HIV, TB and STIs human rights principles shall be enforced through:

- 4.4.1 Preventing and monitoring human rights violation;
- 4.4.2 Reducing HIV and TB discrimination in access to services;
- 4.4.3 Reduce HIV and TB related stigma, and
- 4.4.4 Promoting an environment that enables and protects human and legal rights.

5. ROLES AND RESPONSIBILITIES

5.1 Director-General

The Director-General shall be responsible for approving the implementation of the HIV & AIDS, STI and TB Management Policy in the workplace.

5.2 The Designated Manager, Regional Manager and College Principal shall:

- 5.2.1 Ensure development and implementation of HIV/ADS, STI and TB management in the workplace;
- 5.2.2 Ensure the provision of resources for the implementation of HIV/AIDS, STI and TB management in the Department;
- 5.2.3 Structure, strategize, plan and develop holistic HIV/AIDS, STI and TB management programmes;
- 5.2.4 Conduct risk assessment on vulnerable groups;
- 5.2.5 Initiate and support HIV/AIDS, STI and TB workplace programmes aimed at providing psycho-education, creating awareness on prevention, care and support;
- 5.2.6 Conduct advocacy (e.g. capacity building workshops et cetera), and
- 5.2.7 Monitor the implementation of HIV/AIDS, STI and TB management programmes in the workplace.

5.3 Supervisors

Refer an infected and affected employee to the relevant designated manager for guidance, advice and counseling.

5.4 Employees

- 5.4.1 Utilise existing structures and facilities to access information on HIV/AIDS, STI and TB.
- 5.4.2 Participate in the implementation of the Departmental HIV/AIDS and TB Policy.
- 5.4.3 Follow grievance procedure should discrimination based on HIV/AIDS, STI and TB status occur.
- 5.4.4 Utilise preventative measures at all times.

6. MONITORING AND EVALUATION

This Policy shall be monitored by the directorate responsible for Employee Health and Wellness Programmes in the Department.

7. POLICY REVIEW

This Policy will be reviewed every three years or as and when a need arises.

8. DISPUTE RESOLUTION

Any dispute arising out of the interpretation and/or application of this Policy shall be dealt with following applicable legislations and policies.

9. POLICY APPROVAL SIGNATURE

Signed at Pretoria on this PTA^{7H} day of May 2022



Dr Nkosinathi Sishi

Director-General: Department of Higher Education and Training