



**POLICY NUMBER: 28**

**POLICY TITLE:**

**POLICY ON HIV / AIDS**

**THE PURPOSE OF THIS POLICY:**

**To clarify the employment businesses policy towards those who have been diagnosed with HIV/Aids and to discuss the practical implications thereof.**

**POLICY CONTENT:**

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| <p><b>Definitions</b></p>    | <p>HIV – Human Immunodeficiency Virus</p> <p>AIDS – Acquired Immune Deficiency Syndrome – the destruction of the body’s immune system caused by the HIV virus</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <p><b>Agency Workers</b></p> | <ul style="list-style-type: none"> <li>– Temporary workers who have contracted HIV / AIDS have the right not to inform the employment business of their condition. The Employment business may not question temporary workers in this regard or even make indirect enquiries.</li> <li>–</li> <li>– The employment business will not discriminate against any temporary worker who has contracted this virus, even if this information is disclosed by the temporary worker directly. The exception would be if the health or welfare of others is compromised.</li> <li>– Temporary workers must take appropriate care of themselves at all times. This means wearing protective gear while undertaking care duties, paying special attention to the policies and procedures put in place for this purpose.</li> </ul> |
| <p><b>Service Users</b></p>  | <ul style="list-style-type: none"> <li>– Serviced users who have contracted the virus have the right not to inform the employment business of their condition.</li> <li>– Service users may choose to inform the employment business, but the employment business will not question the service user directly or indirectly regarding their condition. Such information will be treated with the strictest confidence.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                       |

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|  | <ul style="list-style-type: none"><li>- All temporary workers need to remain supportive and compassionate toward the service user if they chose to disclose their HIV positive status.</li><li>- Agency workers must wear the appropriate protective clothing at any service users home while carrying out care duties, regardless of their HIV status.</li><li>- The Employment Business employs the services of an Occupational Health Provider and therefore discussions around immunities etc will be referred to them and Temporary Workers if they wish can discuss their immunity records etc directly with Occupational health professionals.</li></ul> |
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