

SWAZILAND

CITY COUNCIL OF MBABANE

HIV/AIDS POLICY IN WORK PLACE

DECLARATION

The City Council of Mbabane recognises and appreciates the devastating impact of the HIV/AIDS pandemic and its effects on the Council work force. To this end, the City Council of Mbabane promulgated the following HIV/AIDS Policy as an effort to effectively control the spread of this scourge and mitigate its effects on the organisation.

HIS WORSHIP, THE MAYOR.

Date:

3.0 PREVENTIVE STRATEGIES

The organization's preventive strategies shall include but not be limited to the following:-

3.1 Education and Communication

The organization undertakes to: -

- 3.1.1 Provide resources to ensure the widest possible dissemination of information on the dangers of HIV/AIDS, its known ways of transmission between people and the basic principles of prevention.
- 3.1.2 Hold HIV/AIDS education classes during working hours and attendance by designated personnel shall be compulsory under such circumstances.

3.2 Condom Promotion and Utilization

- 3.2.1 The Council acknowledges the importance of making condoms accessible and where applicable affordable to all employees. To address this issue condoms will be provided in dispensers situated in appropriate places where employees can easily help themselves.
- 3.2.2 Promotion and education in respect to the use of condoms shall be ensured.

3.3 Personal Protective Clothing/Equipment

- 3.3.1 The council undertakes to provide internationally accepted protective clothing and equipment to all employees engaged in designated high-risk occupations so as to minimise the chances of infection. Employees shall wear protective clothing while at work where applicable.
- 3.3.2 In case of accidental exposure, the incident shall be reported like any I.O.D to the Director of Human Resources and medical examination carried out immediately. An HIV test shall be done with the concurrence of the employee.
- 3.3.3 Education and Communication strategies will be put in place to promote positive health care-seeking behaviour.

- 5.3 The organization will not discriminate against an applicant who is HIV positive for employment during the recruitment and selection process, as long as the person will be capable of performing the required job.
- 5.4 The organization will not conduct testing for HIV/AIDS during recruitment.

6.0 PRESENT EMPLOYEES

Intent:

Inasmuch as the Council recognises that employees with HIV/AIDS should continue working it does not shirk its responsibility to protect the lives of the other employees who are not yet affected by HIV/AIDS.

- 6.1 The Council acknowledges that continued employment for employees with HIV/AIDS may sometimes be therapeutically important in the remission or recovery process or may help prolong employees' lives.
- 6.2 Employees who are aware that they have AIDS need only inform the organization once they are unable to perform their normal tasks, or if they are advised to do so by a Counsellor or Medical Practitioner. As long as these employees are able to meet acceptable standards of work performance and work attendance and given that a Medical Officer is satisfied that their condition is not a threat to others, treatment of these employees must be sensitive and consistent with treatment of other employees.
- 6.3 At the same time the organization has an obligation to provide a safe working environment for all employees. Thus precautions must be taken to ensure that an employee's condition does not present a health and/or safety threat to other employees.
- 6.4 Accepting that employees with HIV/AIDS do not pose a threat to colleagues, it is expected that colleagues will work in the usual way.
- 6.5 An employee who discriminates shall be informed that his/her employment situation is in jeopardy and disciplinary action shall be instituted.

7.0 CONFIDENTIALITY

- 7.1 All medical information regarding employees with HIV/AIDS will be kept strictly confidential, except where required by law to be disclosed to specified people or with the consent of the affected employee.
- 7.2 Disclosure of such information by the Medical personnel, Counsellors, Management or Colleagues without the explicit consent of the