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**SOUTH AFRICAN QUALIFICATIONS AUTHORITY**  
**REGISTERED UNIT STANDARD THAT HAS PASSED THE END DATE:**

**Apply knowledge of HIV/AIDS to a specific business sector and a workplace**

<b>SAQA US ID</b>	<b>UNIT STANDARD TITLE</b>			
114941	Apply knowledge of HIV/AIDS to a specific business sector and a workplace			
<b>ORIGINATOR</b>		<b>ORIGINATING PROVIDER</b>		
SGB Life Skills				
<b>QUALITY ASSURING BODY</b>				
-				
<b>FIELD</b>			<b>SUBFIELD</b>	
Field 07 - Human and Social Studies			People/Human-Centred Development	
<b>ABET BAND</b>	<b>UNIT STANDARD TYPE</b>	<b>PRE-2009 NQF LEVEL</b>	<b>NQF LEVEL</b>	<b>CREDITS</b>
Undefined	Regular-Fundamental	Level 3	NQF Level 03	4
<b>REGISTRATION STATUS</b>		<b>REGISTRATION START DATE</b>	<b>REGISTRATION END DATE</b>	<b>SAQA DECISION NUMBER</b>
Passed the End Date - Status was "Reregistered"		2007-06-26	2007-08-16	SAQA 0160/05
<b>LAST DATE FOR ENROLMENT</b>		<b>LAST DATE FOR ACHIEVEMENT</b>		
2008-08-16		2011-08-16		

*In all of the tables in this document, both the pre-2009 NQF Level and the NQF Level is shown. In the text (purpose statements, qualification rules, etc), any references to NQF Levels are to the pre-2009 levels unless specifically stated otherwise.*

This unit standard is replaced by:

<b>US ID</b>	<b>Unit Standard Title</b>	<b>Pre-2009 NQF Level</b>	<b>NQF Level</b>	<b>Credits</b>	<b>Replacement Status</b>
244574	Apply knowledge of HIV/AIDS to a specific business sector and a workplace	Level 3	NQF Level 03	4	Complete

**PURPOSE OF THE UNIT STANDARD**

This unit standard provides a broad introduction to HIV/AIDS in the workplace. It introduces knowledge about HIV/AIDS that will enable learners to be informed and caring workers in an industry and managers to develop appropriate policies to deal with the pandemic. The focus is knowledge, skills, values and attitudes in relation to the learner and management with a view to creating a caring environment in the workplace and the community.

A manager in the context of this Unit Standard is the manager of a small business and first line managers of business units, team leaders and supervisors in medium and large organisations. The term business unit implies a small business, cost centre, section or department.

The Unit Standard was developed as a means of contributing to change in leadership focus and empowering managers to look at people issues.

The qualifying learner is capable of:

- Explaining HIV/AIDS.
- Describing what behaviour is safe and what behaviour carries the risk of HIV/AIDS transmission.
- Interpreting data and trends on HIV/AIDS in order to explain the potential impact on a community, an organisation and a business sector.
- Investigating the guidelines and assistance that are available to support workers affected by HIV/AIDS.

- Explaining the implications of the HIV/AIDS pandemic for the community, the economy, an organisation and a specific workplace.

## **LEARNING ASSUMED TO BE IN PLACE AND RECOGNITION OF PRIOR LEARNING**

It is assumed that learners are competent in Communication at NQF Level 1.

## **UNIT STANDARD RANGE**

The typical scope of this unit standard is

- The effect of HIV/AIDS on the individual, the workplace and society.
- The effect of the HIV/AIDS pandemic on the economy, society, an organisation and a specific workplace.
- Transmission by body fluids and mother to child transmission.

## **Specific Outcomes and Assessment Criteria:**

### **SPECIFIC OUTCOME 1**

Explain HIV and Aids.

### **ASSESSMENT CRITERIA**

#### **ASSESSMENT CRITERION 1**

The concepts HIV and AIDS are known and explained at a basic level of understanding.

#### **ASSESSMENT CRITERION 2**

The way in which the immune system works is explained with reference to the role of antibodies and how HIV attacks the immune system.

#### **ASSESSMENT CRITERION 3**

The concept of a window period is explained and an indication is given of how this affects the accuracy of test results.

#### **ASSESSMENT CRITERION 4**

The impact of opportunistic infections on the compromised immune system is explained with examples.

#### **ASSESSMENT CRITERION 5**

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.

#### **ASSESSMENT CRITERION 6**

The ways in which HIV is transmitted are discussed with examples.

### **SPECIFIC OUTCOME 2**

Describe what behaviour is safe and what behaviour carries the risk of HIV transmission.

### **ASSESSMENT CRITERIA**

#### **ASSESSMENT CRITERION 1**

The chances of a person surviving with AIDS are discussed with reference to the latest views on wellbeing of an HIV positive person.

#### **ASSESSMENT CRITERION 2**

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.

#### **ASSESSMENT CRITERION 3**

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.

#### **ASSESSMENT CRITERION 4**

Situations that have a potential to spread HIV/AIDS in the workplace are discussed and rated in terms of high, medium and low risk.

**ASSESSMENT CRITERION 5**

Fears and common misunderstandings about the transmission of HIV are described in the context of the workplace.

**SPECIFIC OUTCOME 3**

Interpret data and trends in HIV/AIDS in order to explain the potential impact.

**OUTCOME NOTES**

Interpret data and trends in HIV/AIDS in order to explain the potential impact on an organisation or business sector.

**ASSESSMENT CRITERIA****ASSESSMENT CRITERION 1**

Sources of data on HIV/AIDS are identified and appropriate statistics are accessed for a specific organisation.

**ASSESSMENT CRITERION 2**

Regional data is interpreted in order to identify trends.

**ASSESSMENT CRITERION 3**

Regional data is applied to a specific sector or industry.

**ASSESSMENT CRITERION 4**

The potential impact of HIV/AIDS on an organisation is inferred from regional and sector data.

**ASSESSMENT CRITERION RANGE**

Includes, but is not limited, to revenue generation, absenteeism, productivity, Human Resource policies and programmes, employment practices, mechanisation, staff turnover and cost of health care.

**SPECIFIC OUTCOME 4**

Investigate the guidelines & assistance that are available to support workers affected by HIV/AIDS.

**ASSESSMENT CRITERIA****ASSESSMENT CRITERION 1**

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.

**ASSESSMENT CRITERION 2**

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.

**ASSESSMENT CRITERION 3**

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.

**ASSESSMENT CRITERION 4**

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.

**ASSESSMENT CRITERION 5**

Legislation that relates to HIV/AIDS in the workplace is identified and an indication is given of the consequences of non-compliance.

**ASSESSMENT CRITERION RANGE**

Includes, but is not limited to, LRA, BCEA, SA Constitution, OHS Act, EE, Health and Hygiene and industry specific legislation.

**ASSESSMENT CRITERION 6**

The Universal Precautions are known and applied in the work environment.

**ASSESSMENT CRITERION 7**

The concept of Voluntary Counselling and Testing (VCT) is explained with reference to the role of two different tests.

**ASSESSMENT CRITERION 8**

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.

**ASSESSMENT CRITERION 9**

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.

**SPECIFIC OUTCOME 5**

Explain the implications of the HIV/AIDS pandemic.

**OUTCOME NOTES**

Explain the implications of the HIV/AIDS pandemic for the community, the economy, an organisation and a specific workplace.

**ASSESSMENT CRITERIA****ASSESSMENT CRITERION 1**

The effect of a population composed mainly of children and the aged on the economy and the State is outlined with examples.

**ASSESSMENT CRITERION 2**

The need for medical care for people with HIV/AIDS and the implications for employers and the State are discussed with examples.

**ASSESSMENT CRITERION 3**

The effect of HIV/AIDS on the workforce and family income is discussed with examples.

**ASSESSMENT CRITERION 4**

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.

**UNIT STANDARD ACCREDITATION AND MODERATION OPTIONS**

This Unit Standard will be internally assessed by the provider and moderated by a moderator registered by a relevant accredited ETQA or an ETQA that has a Memorandum of Understanding with the relevant accredited ETQA.

**UNIT STANDARD DEVELOPMENTAL OUTCOME**

N/A

**UNIT STANDARD LINKAGES**

N/A

**Critical Cross-field Outcomes (CCFO):****UNIT STANDARD CCFO IDENTIFYING**

Learners are able to identify and provide possible solutions that would lead to the organisation and themselves creating a caring environment for workers with HIV/AIDS and by actively discouraging negative attitudes towards people with HIV/AIDS. Learners are able to make decisions about their own lifestyle.

**UNIT STANDARD CCFO WORKING**

A learner is able to work as a member of a team when presenting information addressing the stigma of HIV/AIDS and the importance of a proactive strategy in the workplace.

**UNIT STANDARD CCFO ORGANISING**

Learners are able to organise and manage themselves and their activities responsibly by making lifestyle choices about HIV/AIDS.

**UNIT STANDARD CCFO COLLECTING**

Learners are able to collect, organise and evaluate information by researching situations that have a potential to spread HIV/Aids in the workplace and discussing and rating them in terms of high, medium and low risk.

**UNIT STANDARD CCFO COMMUNICATING**

Learners are able to communicate effectively and responsibly using visual and/or language skills when explaining the stages of HIV/AIDS and presenting an example of what happens at each stage of the progression of the disease and how to address the stigma surrounding HIV/AIDS. They can also communicate effectively using visual, mathematics and language skills when presenting the findings of their research and producing posters and presentations regarding ways an HIV positive mother can lower the risk of infection to her child and prolong the onset of AIDS in her own body.

**UNIT STANDARD CCFO DEMONSTRATING**

Learners can demonstrate an understanding of the world as a set of related systems when demonstrating knowledge and understanding of the implications of HIV/AIDS for society, the economy, an organisation and a specific workplace.

Learners are able to be culturally sensitive across a range of social contexts when describing and explaining the stigma surrounding AIDS and creating a caring support system in the workplace.

**UNIT STANDARD CCFO CONTRIBUTING**

A learner can participate as a responsible citizen in the life of a local community by knowing what behaviour is safe and what behaviour carries the risk of HIV/Aids transmission and by taking appropriate safety precautions.

**QUALIFICATIONS UTILISING THIS UNIT STANDARD:**

	ID	QUALIFICATION TITLE	PRE-2009 NQF LEVEL	NQF LEVEL	STATUS	END DATE	QUALITY ASSURING BODY
Core	<a href="#">58011</a>	National Certificate: Acoustic Piano Back-framing	Level 3	NQF Level 03	Reregistered	2015-06-30	CATHSSETA
Core	<a href="#">49772</a>	National Certificate: Archaeology	Level 3	NQF Level 03	Passed the End Date - Status was "Reregistered"	2012-06-30	CATHSSETA
Core	<a href="#">58577</a>	National Certificate: General Security Practices	Level 3	NQF Level 03	Reregistered	2015-06-30	SAS SETA
Core	<a href="#">58644</a>	National Certificate: Local Government Support Services	Level 3	NQF Level 03	Reregistered	2015-06-30	LG SETA
Core	<a href="#">58143</a>	National Certificate: Music Industry Practice	Level 3	NQF Level 03	Reregistered	2015-06-30	CATHSSETA
Core	<a href="#">50285</a>	National Certificate: Professional Driving	Level 3	NQF Level 03	Reregistered	2015-06-30	TETA
Core	<a href="#">67463</a>	Further Education and Training Certificate: Human Resources Management and Practices Support	Level 4	NQF Level 04	Reregistered	2015-06-30	As per Learning Programmes recorded against this Qual
Core	<a href="#">49356</a>	Further Education and Training Certificate: Medical Claims Assessing	Level 4	NQF Level 04	Reregistered	2015-06-30	INSETA
Core	<a href="#">57613</a>	Further Education and Training Certificate: Short-Term Risk Management	Level 4	NQF Level 04	Passed the End Date - Status was "Reregistered"	2012-06-30	INSETA
Fundamental	<a href="#">49752</a>	National Certificate: Environmental Practice	Level 3	NQF Level 03	Reregistered	2015-06-30	LG SETA
Elective	<a href="#">50308</a>	National Certificate: Bread and Flour Confectionery Baking	Level 3	NQF Level 03	Reregistered	2015-06-30	FOODBEV
	<a href="#">57880</a>			NQF Level		2015-	

Elective		National Certificate: Meat Processing	Level 3	03	Reregistered	06-30	FOODBEV
Elective	<a href="#">49596</a>	National Certificate: Radiation Monitoring	Level 3	NQF Level 03	Reregistered	2015-06-30	EWSETA
Elective	<a href="#">49093</a>	Further Education and Training Certificate: Child and Youth Care Work	Level 4	NQF Level 04	Passed the End Date - Status was "Reregistered"	2008-02-06	Was HW SETA until Last Date for Achievement
Elective	<a href="#">49649</a>	Further Education and Training Certificate: Long-term Insurance	Level 4	NQF Level 04	Reregistered	2015-06-30	INSETA
Elective	<a href="#">49529</a>	Further Education and Training Certificate: Long-Term Risk Assessment	Level 4	NQF Level 04	Reregistered	2015-06-30	INSETA
Elective	<a href="#">50041</a>	Further Education and Training Certificate: Probation Work	Level 4	NQF Level 04	Reregistered	2015-06-30	HW SETA
Elective	<a href="#">66610</a>	Further Education and Training Certificate: Short Term Insurance	Level 4	NQF Level 04	Reregistered	2015-06-30	As per Learning Programmes recorded against this Qual

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