



# LIMPOPO

PROVINCIAL GOVERNMENT  
REPUBLIC OF SOUTH AFRICA

---

DEPARTMENT OF  
ECONOMIC DEVELOPMENT, ENVIROMENT & TOURISM

**MANAGEMENT OF HIV, AIDS AND TB IN THE WORKPLACE**

**2012**

## TABLE OF CONTENTS

No	Contents	Page
1.	Acronyms	3
2.	Introduction	3 - 4
3.	Purpose and objectives	4 - 5
4.	Authority of the policy	5
5.	Legal mandates	5 - 6
6.	Scope of application	6
7.	Definitions	6 - 7
8.	Policy pronouncements	7 - 11
9.	Default	11
10.	Inception date	11
11.	Policy review	11
12.	Enquiries	11
13.	Approval	11



## 1. ACRONYMS

The following acronyms are used in this policy:

**AIDS-** Acquired Immune Deficiency Syndrome.

**EAP** - Employee Assistance Programme.

**HIV-** Human Immuno Deficiency Virus.

**OHS** – Occupational Health and Safety.

**PILIR-** Policy on Incapacity Leave and Ill health Retirement.

**TB** – Tuberculosis

## 2. INTRODUCTION

The increasing HIV infection rate, and other chronic diseases such as TB, which resultant to ill health absenteeism and retirements requires concerted programming and implementation of evidence based and cost effective strategies.

Resolution taken by the World Health Organization Regional Committee for Africa on the acceleration of HIV prevention efforts in the African Region urges member of states to also re-emphasize and upscale workplace prevention efforts.

Chapter 1 Part VI D and E of the Public Service Regulations 2001, as amended obligates the employer to establish and maintain a healthy and safe working environment , plan, implement and monitor appropriate and effective responses to HIV & AIDS within a comprehensive health promotion programme.



