



Provider Accreditation Number: 9639

Alan Brand
Employee Wellness Consultant / Specialist
Wellness Training Provider
Owner / Sole Proprietor
POSITIVELY ALIVE^{cc}
CK2010/002085/23

6 Ouhout Avenue, Weltevredenpark Ext9, 1709
Johannesburg, Gauteng, South Africa

Mobile: +27 (82) 453-0560
Direct Line: +27 (11) 678-0701
Fax: 086 245 6833

E-mail: albrand@iafrica.com

BEE Exempt - Micro Enterprise Level 4 EME Entity

Mitigation of HIV and AIDS related stigma & discrimination in the workplace – Training Module.

Target market:

Corporate wellness consultants, EAP managers, HIV/AIDS Managers/consultants, HR Managers, HR Directors, Medical practitioners, Clinical psychologists / counsellors, Employee wellness managers and practitioners, EAP consultants, Occupational health practitioners, Registered nurses, Peer Educators.

8 CPD Points Total

- PSB002/012/05/2013 for 4 general ceu's in Level 1 for attendance. The presenter may claim double general ceu's in the same level.
- PSB002/013/05/2013 (The Bill of Rights...) for 1 ethical ceu in Level 2 for attendance. The presenter may claim double general ceu's in the same level.
- PSB002/014/05/2014 (HIV/AIDS Rights at Work.....) for 3 ethical ceu in Level 2 for attendance. The presenter may claim double general ceu's in the same level.

Unit Standard Accreditation:

- SAQA US ID 114941 NQF Level 3 (Credits 4) Apply knowledge of HIV/AIDS to a specific business sector and a workplace
- SAQA US ID 13169 NQF Level 1 (Credits 4) Describe and discuss issues related to HIV/AIDS, TB and sexually transmitted illnesses and their impact on the workplace.
- SAQA US ID 114491 – NQF Level 4: (Credits 10) Educate and work closely with the community with regards to sexually transmitted infections (STI's) including Human Immune Virus/Acquired Immune Deficiency Syndrome (HIV/AIDS).

Course Duration:

(2) Two full days.

Training Objectives:

The aim of this training program is:

- To identify and eliminate stigma and discrimination in workplace programmes against people living with and affected by HIV through promotion of laws and policies that ensure the full realisation of all human rights and fundamental freedoms.
- To build an understanding and commitment to stigma and discrimination reduction by using existing tools to measure stigma and discrimination to “know your epidemic” in terms of the prevalence of stigma and discrimination and their impact on the response to HIV
- To inspire leadership, understanding, and high-level commitment regarding the need to seriously expand efforts addressing stigma and discrimination in workplace HIV/AIDS Programmes.
- To ensure that planning, development and programming efforts include attention to stigma and discrimination and support the implementation of promising programmes to address stigma and discrimination.
- To highlight how the lack of awareness of stigma and discrimination and their negative consequences hinder the effectiveness of HIV/AIDS workplace interventions.
- Understanding that for HIV/AIDS education and prevention to be successful in Africa, it is important to understand and appreciate traditional African world views.

Course Content:

- A brief history of HIV and AIDS in Africa and the world – Outline
- HIV and AIDS prevalence – in brief
- Discrimination is prejudice in action
- Stigma and discrimination the obstacles to an effective HIV and AIDS workplace response.
- Self-assessment and self-evaluation – personal responses to an HIV/AIDS affected employee at work.
- Assessment of individual motives
- The bill of rights and the constitution
- Ill health and disability,
- Laws on equality,
- Fundamental human rights of people with HIV.
- HIV and AIDS and rights at work
- Employment equity acts
- Labour relations acts (No 66 of 1995)
- International laws and South African law
- SAA vs. Hoffman
- Confidentiality and the rights to privacy
- Reasonable accommodation
- HIV testing and screening and requirements of the law
- Positive messages verses fear based awareness and intervention modules
- The HR practitioner, manager and supervisors values when address HIV infected employees.
- Measuring for success – Evaluation tools, key to an effective and sustainable workplace response to HIV and AIDS.
- Managing diversity at work – Creating an environment that supports and benefits bottom line and strategic objectives in addressing HIV and AIDS at work.
- An African world view
- Perceptions of illness in traditional African context
- Witches and sorcerers as casual agents of illness
- Personal immortality through children
- Traditional African perceptions to condom use



Provider Accreditation Number: 9639

Alan Brand
Employee Wellness Consultant / Specialist
Wellness Training Provider
Owner / Sole Proprietor
POSITIVELY ALIVE^{CC}
CK2010/002085/23

6 Ouhout Avenue, Weltevredenpark Ext9, 1709
Johannesburg, Gauteng, South Africa

Mobile: +27 (82) 453-0560
Direct Line: +27 (11) 678-0701
Fax: 086 245 6833

E-mail: albrand@iafrica.com

BEE Exempt - Micro Enterprise Level 4 EME Entity

Costs and Additional Information

Fees for 2 Day Training Modules: - (Based on a minimum of 6 delegates but limited to a maximum of 25 delegates)

Daily training facilitation rate @ R 8, 500.00 /day, (Total for 2 Days R 17,000.00) plus an additional R 55.00/delegate for the cost of printed manuals, evaluation and certification etc.

Discounts can be negotiated if a business agreement is reached where client are able to commit to using Positively Alive as their preferred employee health, wellness and safety training service provider. Please make inquiries about discount rates for multiple training sessions.

- The listed training facilitation rates are applicable where training modules indicated are provided at the clients/customers own training premises, venues and/or facilities.
- The fees quoted exclude the costs of all meals, refreshments and any other miscellaneous items provided by the clients to the delegates.
- Handouts, worksheets and any other training aids provided by Positively Alive are included in the daily facilitation rate charged unless specified. (Training manuals, issued to delegates, as specified above will be billed at cost to the client)
- The quoted fees excluded: travel, accommodation and meals for the training facilitator where training is required out of Gauteng Province. These costs will be negotiated directly with the client and all costs will be for the clients own account.