

Unit ID 1155

Domain

**HIV AND AIDS AWARENESS**

Title:

**Demonstrate basic awareness of HIV  
and AIDS**

Level: 1

Credits: 6

### Purpose

This unit standard specifies the competencies required to demonstrate basic awareness of HIV and AIDS. It includes the nature of HIV and AIDS, and transmission and ways of minimising infection, ways of 'positive living' with HIV and AIDS, ARV treatment, workplace issues related to HIV and AIDS, and the impact of HIV and AIDS on the workplace and the national economy. This unit standard is intended for people requiring basic awareness on HIV and AIDS.

### Special Notes

1. HIV and AIDS pose a key challenge to individuals as well as businesses and industry in Namibia. Awareness of the effects of HIV and AIDS on people and the workplace is critical in mitigating the impact and minimising the spread of the disease.
2. This unit standard may be used as a core or elective within any vocationally based qualification.
3. Assessment evidence may be collected from a real workplace or a simulated real workplace in which awareness of HIV/AIDS can be relevant.
4. The assessor must be satisfied that the candidate can demonstrate an understanding of, or competency against, the unit standard as a whole.
5. The unit standard will help to contribute to the full development of the learner through his/her understanding of sexuality and other sexually transmitted infections and the impact on the social and economic transformation within Namibia.
6. STDs/STIs may include, but are not limited to, herpes, gonorrhoea and syphilis.
7. Glossary of terms:
  - '*HIV*' means Human Immuno-deficiency Virus
  - '*AIDS*' means Acquired Immune Deficiency Syndrome
  - '*STDs*' means Sexually Transmitted Diseases. Also referred to as sexually transmitted infections (STIs).
  - '*Prophylaxis*' refers to any medical or public health procedure whose purpose is to prevent, rather than treat or cure, disease

- '*Window period*' refers to the period of time in which the body of an HIV-infected person has not yet produced antibodies and as a result the blood test can not detect the presence of the HI-virus.
  - '*Sero-conversion*' refers to the period of time in which the body of an HIV-infected person has produced antibodies against the HI-virus. At that stage the HI-virus can be detected through a blood test
  - '*Asymptomatic*' refers to the period of time in which the body of an HIV-infected person is not showing any sign and symptoms of HIV-infection
  - '*Symptomatic*' refers to the period of time in which the body of an HIV-infected person is showing signs and symptoms of HIV-infection
  - '*Full-blown AIDS*' refers to the period of time in which the immune system of an HIV-infected person is destroyed by HIV. Therefore the body can easily get infected with other different diseases or infections.
  - '*ARV*' means Anti Retroviral and refers to the treatment used to prolong the lives of HIV-infected people.
  - '*Positive living*' refers to lifestyle changes to maintain health and well-being of HIV-infected people.
  - '*GDP*' means Gross Domestic Product and refers to one of several measures of the size of a country's economy.
3. Regulations and legislation relevant to this unit standard include the following:
- Labour Act, No. 11, 2007
  - Occupational Health and Safety Regulations No. 18, 1997 and all subsequent amendments.

### **Quality Assurance Requirements**

This unit standard and others within this subfield may be awarded by institutions which meet the accreditation requirements set by the Namibia Qualifications Authority and the Namibia Training Authority and which comply with the national assessment and moderation requirements. Details of specific accreditation requirements and the national assessment arrangements are available from the Namibia Qualifications Authority and the Namibia Training Authority. All approved unit standards, qualifications and national assessment arrangements are available on the Namibia Training Authority website [www.nta.com.na](http://www.nta.com.na).

## **Elements and Performance Criteria**

### **Element 1: Describe the nature of HIV and AIDS**

#### **Range**

Stages of the disease cover point of infection, window period; sero-conversion; asymptomatic phase; symptomatic phase; full-blown AIDS; and, death.

Sources of information may include but are not limited to government agencies, non government agencies, medical practitioners, and other health professionals.

### **Performance Criteria**

- 1.1 The terms 'HIV' and 'AIDS' are expanded fully.
- 1.2 Function of the immune system, including the role of antibodies, is identified.
- 1.3 Impact of HIV on the immune system is identified.
- 1.4 Any five (5) signs and symptoms of HIV and AIDS are identified.
- 1.5 Stages of the disease, from infection with HIV to full-blown AIDS and death, are identified.
- 1.6 Any three (3) reliable sources of information on HIV and AIDS are identified.

### **Element 2: Demonstrate awareness of HIV transmission and ways of minimising infection**

#### **Range**

Ways of HIV transmission may include but are not limited to unprotected sex with an infected person, sharing un-sterilised needles or other instruments with an infected person, mother to child transmission, penetration of infected blood or other body fluids into the bloodstream.

Risk taking behaviours may include but are not limited to intravenous drug use and unsafe sexual practices.

Risk minimisation practices may include but are not limited to the use of condoms, the use of sterilised instruments (blades, needles and syringes), abstinence, faithfulness and post-exposure prophylaxis.

Interpersonal skills may include but are not limited to the ability to insist on protected sex and the ability to talk about HIV and AIDS with potential sexual partners.

### **Performance Criteria**

- 2.1 Four (4) ways of HIV transmission are identified.
- 2.2 Risk taking behaviour linked to the transmission of HIV are identified and described.
- 2.3 The role of STDs in the transmission of the HI-virus is identified, and the relationship between untreated STDs and the risk of transmission or infection is recognised.
- 2.4 Practices that minimise the risk of transmitting HIV are described.
- 2.5 Interpersonal skills that help to reduce the risk of HIV infection are demonstrated in terms of assertive communication, negotiation and decision-making.

### **Element 3: Explain ways of 'positive living' with HIV and AIDS**

#### **Range**

Nutritious food may include but is not limited to balanced diets containing vitamins, minerals, carbohydrates and proteins.

#### **Performance Criteria**

- 3.1 The importance of nutritious food for HIV infected persons is identified.
- 3.2 The impact of alcohol, drugs and tobacco consumption on the immune system of HIV infected persons is described.
- 3.3 The effects of physical exercise and a positive frame of mind on the health and well-being of HIV infected persons are identified.
- 3.4 The impact of re-infection on the immune system and disease progression is identified and described.
- 3.5 The importance of regular health checks and counselling for people living with HIV and AIDS are described.

### **Element 4: Demonstrate knowledge of ARV treatment**

#### **Range**

Social requirements may include but are not limited to not abusing alcohol and/or drugs, treatment supporter, and maintaining fixed residential address for three months.

Side effects may include but are not limited to nausea, vomiting, fever, diarrhoea, muscle pain, weakness, and loss of appetite.

#### **Performance Criteria**

- 4.1 The importance of adherence and the effects of non-adherence to ARV treatment are identified.
- 4.2 The social requirements for enrolment for ARV treatment are described.
- 4.3 The side effects and complications of ARV treatment are identified.

### **Element 5: Identify workplace issues related to HIV and AIDS**

#### **Range**

Common misunderstandings may include but are not limited to stigma and discrimination, unfair dismissal, and negative attitudes from colleagues and employers.

Company HIV and AIDS policies may include but are not limited to creating a caring and supportive workplace, and reducing prejudice, stigma and discrimination against HIV infected persons.

Roles and obligations of employers and employees with regard to HIV and AIDS at the workplace may include but are not limited to confidentiality, job security, no pre-employment testing, non-dismissal based on HIV and AIDS status, workplace policies and wellness programmes, and prevention of stigma and discrimination.

### **Performance Criteria**

- 5.1 The importance of HIV testing and the role of pre-test and post-test counselling are identified.
- 5.2 Common misunderstandings about HIV and AIDS in the workplace are identified.
- 5.3 Company HIV and AIDS policies are followed.
- 5.4 Roles and obligations of employers and employees with regard to HIV and AIDS in the workplace are identified and outlined.
- 5.5 The role of HIV and AIDS workplace education and training programmes are identified and described.

### **Element 6: Demonstrate knowledge of the impact of HIV and AIDS on the workplace, society and the national economy**

#### **Range**

Impact of HIV and AIDS on the workplace may include but is not limited to decreased productivity, increased absenteeism, decreased competitiveness and profit, increased costs through loss of production, loss of working days, increased insurance premiums and loss of skilled workers.

Impact of HIV and AIDS on the society may include but is not limited to poverty, broken families, decreased population, household incomes and poor education.

Impact of HIV and AIDS on the national economy may include but is not limited to decreased GDP and national income, rising cost of health and other social services, loss of skilled labour contributing to national skills shortage.

### **Performance Criteria**

- 6.1 Any three (3) impacts of HIV and AIDS on the workplace are described.
- 6.2 Any three (3) impacts of HIV and AIDS on the society are described.
- 6.3 Any three (3) impacts of HIV and AIDS on the national economy are described.

## **Registration Data**

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