



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

HIV/AIDS Impact on the Workplace

Manufacturing, Engineering and Technology / Manufacturing and Assembly

Unit Standard 259762 · NQF Level 2 · 12 Credits · 9 Days

COURSE OVERVIEW

This course equips learners with a comprehensive understanding of HIV/AIDS, its transmission, prevention, and impact on the workplace. It aims to foster a supportive environment for employees affected by HIV/AIDS, reduce stigma, and promote effective workplace policies in line with South African legislation.

Category	Manufacturing, Engineering and Technology
Subfield	Manufacturing and Assembly
Unit Standard	259762
Accreditation	SAQA Accredited · NQF Level 2 · 12 Credits
Duration	9 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Demonstrate an understanding of HIV/AIDS, including its causes, transmission, and prevention methods.
- Explain the impact of HIV/AIDS on the workplace, including productivity, costs, and employee well-being.
- Apply workplace policies and procedures that support employees living with HIV/AIDS and comply with relevant legislation.
- Analyze the role of stigma and discrimination in the workplace and propose strategies to address them.
- Evaluate the effectiveness of HIV/AIDS prevention and management programs in the workplace.
- Implement basic support measures for colleagues affected by HIV/AIDS, ensuring confidentiality and respect.

WHO SHOULD ATTEND

- This course is designed for all employees, managers, and HR professionals in South African workplaces who need to understand HIV/AIDS implications and contribute to a healthy, non-discriminatory work environment.

COURSE OUTLINE

Day 1: Understanding HIV/AIDS

- What is HIV/AIDS?
- Transmission routes and risk factors
- Disease progression: from HIV to AIDS
- Myths and misconceptions
- Global and South African statistics
- Social and economic impact overview

Day 2: HIV/AIDS and the Law

- Constitutional rights and HIV/AIDS
- Employment Equity Act (No. 55 of 1998)
- Labour Relations Act (No. 66 of 1995)
- Occupational Health and Safety Act
- Code of Good Practice on HIV/AIDS
- Reasonable accommodation principles

Day 3: HIV/AIDS Policy Development

- Elements of an HIV/AIDS policy
- Policy development process
- Stakeholder consultation
- Drafting a policy
- Implementation strategies
- Monitoring and review mechanisms

Day 4: HIV/AIDS and Workplace Productivity

- Health effects and productivity
- Direct and indirect costs
- Absenteeism and presenteeism
- Impact on labour turnover
- Return on investment in HIV programmes
- Case studies on productivity

Day 5: HIV/AIDS Prevention and Education Programmes

- Prevention methods: ABC, condoms, PrEP
- Behaviour change communication
- Peer education models
- Designing awareness campaigns
- Resource mobilization
- Monitoring and evaluation

Day 6: HIV/AIDS Testing, Counselling, and Support

- VCT and HCT services
- Counselling models
- Disclosure and confidentiality
- Employee assistance programmes
- Support groups and networks

- Linkage to care and treatment

Day 7: Managing HIV/AIDS in the Workplace

- Managing performance and attendance
- Reasonable accommodation examples
- Supervisory skills for support
- Grievance procedures
- Dispute resolution
- Case management

Day 8: HIV/AIDS and Stigma Reduction

- Understanding stigma and discrimination
- Consequences of stigma
- Stigma reduction strategies
- Role of leadership
- Creating a supportive environment
- Monitoring stigma levels

Day 9: Integrating HIV/AIDS into Business Strategy

- Strategic alignment
- Business case for HIV programmes
- Programme planning and budgeting
- Implementation roadmap
- Monitoring and evaluation framework
- Reporting and continuous improvement

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **12 NQF credits** at **NQF Level 2**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 33,300.00	R 33,300.00
1	In-House	R 43,300.00	R 43,300.00
1	On-Campus (Pretoria)	R 50,000.00	R 50,000.00

UPCOMING SESSIONS

Start	End	Method	Venue
03 Aug 2026	13 Aug 2026	On-Campus	Mauritius
04 Aug 2026	14 Aug 2026	On-Campus	Cape Town, South Africa
05 Aug 2026	17 Aug 2026	On-Campus	Dubai, UAE
06 Aug 2026	18 Aug 2026	On-Campus	Pretoria, South Africa
06 Aug 2026	18 Aug 2026	On-Campus	Lagos, Nigeria
07 Aug 2026	19 Aug 2026	On-Campus	Johannesburg, South Africa
10 Aug 2026	20 Aug 2026	On-Campus	Cape Town, South Africa
11 Aug 2026	21 Aug 2026	On-Campus	Dubai, UAE

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 259762) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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