



Policy & Procedure: Managing HIV/AIDS In the Workplace

Policy Reference	PC-11
Effective Date	1 st Mar 2024
Updated	
Version	1.0

1. Policy and Purpose

CPL recognizes HIV and AIDS as a significant workplace concern as it threatens productivity and the welfare of employees, their families, and the organization. CPL would like to ensure that HIV and AIDS prevention programs and activities are implemented to ensure that there is increased HIV and AIDS education and awareness for staff and their dependents, corporate clients (contractors) and the communities involved or affected by the diseases, foster a work place culture that encourages personnel to seek Voluntary and Confidential Counselling and Testing (VCCT) services, treatment for sexual transmitted infections (STI) and opportunistic infections, and provide support for colleague and personalized prevention efforts.

2. Scope

While this policy specifically applies to employees, CPL requires all contractors, consultants, and business partners are to comply with the policy when within CPL workplace boundaries. As part of its community services, where applicable CPL will involve communities surrounding its work locations or business partners in its HIV, AIDS and other cross cutting issues education and awareness programs.

3. Non-Discrimination

CPL will not discriminate against people living with HIV and AIDS in any aspect of employment, and will not accept or condone stigmatization, victimization, or harassment on the basis that a person is, or is presumed to be, infected or affected by HIV and AIDS. Specifically, they will not be denied from seeking or continuing employment, job promotion, accessing services, using facilities, or be prevented from utilizing resources that are available to any employee.

CPL rejects HIV screening as a prerequisite for employment, access to training or promotion. Pre-employment medical examination, or any other medical checks required for employment purposes -will not include an HIV test, any testing for HIV shall be voluntary. The exception being expatriate hires which are subject to the Department of Labour and Industrial Relations and the Immigration and Citizenship Authority rules and regulations for Work Permit and Visa approval.

4. Confidentiality

An employee living with HIV has no obligation to inform CPL or other employees of their HIV status. CPL as an employer neither has the authority to coerce or solicit employees living with HIV to inform management of their status. CPL respects individuals' rights to privacy and would expect every employee to exercise their right to privacy with responsibility.

Where an employee chooses to inform another colleague of his/her HIV status, this information will not be disclosed to any other person without any documented verbal or written consent from the individual concern. CPL recognizes its obligation to maintain absolute confidentiality about all aspects of employees' health status. Breach of



+675 3120000



P.O. Box 1663, Port Moresby NCD, Papua New Guinea



www.cpl.com.pg





Policy & Procedure: Managing HIV/AIDS In the Workplace

Policy Reference	PC-11
Effective Date	1 st Mar 2024
Updated	
Version	1.0

confidentiality in relation to any aspect of an employee’s health status, particularly HIV will be considered as a disciplinary offence.

CPL recognizes that it is unlawful to disclose another person’s HIV and AIDS status without the concerned person’s consent under HAMP Act 2003 (Section 18 of the HAMP Act 2003 – Confidentiality of Information.). As such any breach of confidentiality will be treated as disciplinary offence and severely dealt with under HAMP Act 2003 and CPL Discipline Policy.

5. Prevention

In a case where an employee living with HIV intentionally conduct himself/ herself unprofessionally which endangers the lives of others, he or she will be refered to the management and upon diligent investigations, the concerned person will be charged for disciplinary offense including referral to police for criminal investigation and charges. It is a criminal offence to knowingly infect another person with HIV.

6. Support Services

Care and support in the context of this policy refers to assistance that CPL as an employer will accord to employees living with or affected by HIV and AIDS to seek counselling, treatment, care and support from service provider, or support he or she will receive from the employer at work while being employed by CPL. Care and support does not mean medical treatment and care or any monetary assistance to meet employee’s medical bills.

As an organization who values its employees, CPL where appropriate will respond to the changing health status of employees living with HIV by making reasonable adjustment to their work schedules and responsibilities to ensure that they are not placed in hazardous work environment that is detrimental to their health and wellbeing, ensure employees living with HIV continue to work as long as they are able to perform their duties safely and in accordance with performance standards.

CPL will further ensure that employees living with HIV continue to serve the organization until they voluntary decide to retire or until they are clinically proven to be unable to perform their job by a medical practitioner and advised to resign or retired by the management on poor health.

Employees requiring more information should consult their immediate supervisor or the People & Culture Department.

7. Training & Awareness

The People & Culture and Safety Departments will provide training and awareness on an annual basis to all employees.

8. Reporting & Compliance

The authority and content for this policy is derived from:

- HIV and AIDS Management and Prevention (HAMP) Act 2003,



+675 3120000



P.O. Box 1663, Port Moresby NCD, Papua New Guinea



www.cpl.com.pg





**POLICY & PROCEDURE:
MANAGING HIV/AIDS IN THE
WORKPLACE**

Policy Reference	PC-11
Effective Date	1 st June 23
Updated	
Version	1.0

- National HIV and AIDS Strategy 2011-2015,
- The UN's HIV and AIDS and Human Rights: International Guidelines (1996),
- ILO Code of Practice on HIV and AIDS and the world of work (2001)
- Labor Employment Act 1978.

9. Review & Revision

This policy will be reviewed on an annual basis or updated in accordance with any changes to Section 9.

Issued By	Reviewed by and Approved By
General Manager People & Culture Catherine Tawali	Chief Executive Officer Navin Raju
	6/2/24



+675 3120000



P.O. Box 1663, Port Moresby NCD, Papua New Guinea



www.cpl.com.pg

