

HIV/AIDS Policy

Purpose

To clarify the employment businesses policy towards those who have been diagnosed with HIV/Aids and to discuss the practical implications thereof.

Definition

HIV – Human Immunodeficiency Virus

AIDS – Acquired Immune Deficiency Syndrome – the destruction of the body's immune system caused by the HIV virus

Content

Temporary workers who have contracted HIV / AIDS have the right not to inform the employment business of their condition. Synergy Medical may not question temporary workers in this regard or even make indirect enquiries.

Synergy Medical will not discriminate against any temporary worker who has contracted this virus, even if this information is disclosed by the temporary worker directly. The exception would be if the health or welfare of others is compromised.

Temporary workers must take appropriate care of themselves at all times. This means wearing protective gear while undertaking care duties, paying special attention to the policies and procedures put in place for this purpose.

Serviced users who have contracted the virus have the right not inform Synergy Medical of their condition.

Service users may choose to inform Synergy Medical, but the employment business will not question the service user directly or indirectly regarding their condition. Such information will be treated with the strictest confidence.

All temporary workers need to remain supportive and compassionate toward the service user if they chose to disclose their HIV positive status.

Temporary workers must wear the appropriate protective clothing at any time while carrying out care duties, regardless of their HIV status.

Synergy Medical employs the services of an Occupational Health Provider and therefore discussions around immunities etc. will be referred to them and Temporary Workers if they wish can discuss their immunity records etc. directly with Occupational health professionals.

Synergy Recruitment Consultancy Limited

London: 222 Bishopsgate, London EC2M 4QD

T: 0203 815 9020 E: info@synergymedicalrec.co.uk

www.synergymedicalrec.co.uk