



## Joint WHO-ILO-UNAIDS policy guidelines on improving health workers' access to HIV and TB prevention, treatment, care and support services<sup>i</sup>

### A. NATIONAL POLICIES

1. Introduce new national policies or refine existing ones that **ensure priority access** for health workers and their families to services for the prevention, treatment, care and support for HIV and TB.
2. Introduce new policies or reinforce existing ones that **prevent discrimination** against health workers with HIV or TB, and adopt interventions aimed at **stigma reduction** among colleagues and supervisors.
3. Establish schemes for **reasonable accommodation and compensation**, including, as appropriate, paid leave, early retirement benefits and death benefits in the event of occupationally-acquired disease.

### B. WORKPLACE ACTIONS

1. Develop, strengthen or expand existing **occupational health services for the entire health workforce** so that access to HIV and TB prevention, treatment and care can be attained.
2. Develop or **strengthen** existing **infection control** programmes, especially with respect to TB and HIV infection control, and collaborate with workplace health and safety programmes to ensure a safer work environment.
3. Develop, implement and extend programmes for **regular, free, voluntary, and confidential HIV counselling and testing**, and **TB screening**, including addressing reproductive health issues, as well as intensified case finding in the families of health workers with TB.
4. Identify, adapt and implement **good practices** in occupational health and the management of HIV and TB **in the workplace** in both public and private health care sectors, as well as other sectors.
5. Provide information on benefits and risks of **post-exposure prophylaxis (PEP)** to all staff and provide free and timely PEP for all exposed health workers, ensuring appropriate training of PEP providers.
6. Provide **free HIV and TB treatment** for health workers in need, facilitating the delivery of these services in a non-stigmatizing, gender-sensitive, confidential and convenient setting when there is no staff clinic and/or their own facility does not offer ART, or where health workers prefer services off-site.
7. In the context of preventing co-morbidity, **provide universal availability of a comprehensive package of prevention and care for all HIV positive health workers**, including isoniazid preventive therapy and co-trimoxazole prophylaxis, with appropriate information on benefits and risks.
8. Develop and implement **training programmes for all health workers** that include: pre-service, in-service and continuing education on TB and HIV **prevention, treatment, care and support**; workers' rights and stigma reduction, integrating these into existing training programmes, and including managers and worker representatives.

### C. BUDGET, MONITORING AND EVALUATION

1. Establish and provide **adequate financial resources** for prevention, treatment, care and support programmes to prevent both occupational or non- occupational transmission of HIV and TB among health workers.
2. **Disseminate** the policies related to these guidelines in the form of codes of practices and other accessible formats for application at the level of health facilities, and ensure provision of budgets for the training and material inputs to make them operational.
3. Develop and implement mechanisms for **monitoring** the availability of the guidelines at the national level, as well as the dissemination of these policies and their application in the healthcare setting.

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<sup>i</sup> The governments, representatives of employers' and workers' organizations as well as international experts unanimously adopted this WHO-ILO-UNAIDS joint policy guidelines at a tripartite consultation on 6<sup>th</sup> July 2010. The participants referred to the ILO *Recommendation concerning HIV and AIDS in the World of Work, 2010 (No. 200)* calling for the development, adoption, implementation and monitoring of national HIV and AIDS workplace policies and programmes, as part of the national strategies, in particular that health workers should benefit from programmes to prevent specific risks of occupational exposure and transmission of HIV and TB.