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NTPC POLICY ON HIV-AIDS AT WORKPLACE

1.0 INTRODUCTION

HIV-AIDS is one of the biggest challenges in the history of Public Health. In India, nearly 4 million persons are estimated to be HIV positive. In the workplace, it can have a potentially crippling impact. NTPC as a responsible corporate citizen recognizes the seriousness of AIDS and its impact at the workplace.

2.0 OBJECTIVE


To ensure a consistent and equitable approach to the prevention of HIV- AIDS, and to the management of the consequences of HIV-AIDS, including suitable care and support of employees living with HIV-AIDS at the workplace.

3.0 APPLICATION


The provisions under this policy shall apply to all employees on the regular rolls of the corporation.

4.0 GUIDELINES OF NTPC POLICY ON HIV – AIDS AT WORKPLACE

- 4.1 NTPC shall not carry out pre-employment HIV-AIDS screening tests for medical fitness of new recruits.
- 4.2 NTPC shall maintain confidentiality regarding medical information, including HIV-AIDS status of an employee. NTPC employees will not have any right to acquire or disclose information about HIV status of their co-workers / subordinates.
- 4.3 NTPC shall not discriminate against its employees on the basis of their HIV-AIDS status, and will continue to provide all standard social security benefits and occupation related benefits to such employees.
- 4.4 NTPC shall ensure the dignity of the HIV affected employee by ensuring that other employees in the workplace do not discriminate against him/her.
- 4.5 NTPC shall ensure access to all relevant information including treatment, counseling etc. for the patient employee and his / her relatives.

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- 4.6 On diagnosis of HIV in an employee, NTPC shall not ask him /her to cease attending work solely on the basis of the diagnosis.
- 4.7 In case fitness to work of an employee is impaired by HIV related illness, NTPC shall ensure reasonable working conditions.
- 4.8 NTPC shall not terminate the employment of any employee contracting AIDS, and shall allow a person with HIV related illness to work as long as he / she is medically fit, for available and appropriate work.
- 4.9 NTPC will carry out awareness campaigns about HIV-AIDS through pamphlets, posters, leaflets, trainings, talks and interactive sessions to ensure a climate of mutual understanding and for prevention of the disease among employees, their family members, CISF and surrounding community. NTPC will also spread the information that HIV virus is not transmitted through ordinary workplace contact.
- 4.10 NTPC shall also ensure prevention of HIV-AIDS through popularizing appropriate protection measures like usage of condoms, healthy lifestyle, non usage of used syringes, safe blood transfusion etc.
- 4.11 NTPC shall not withdraw any facilities provided to an employee if he / she is diagnosed with HIV-AIDS.
- 4.12 NTPC shall provide adequate care to its HIV affected employees, extending to them the same facilities as any other employees, especially for the treatment of any HIV related opportunistic infection such as tuberculosis etc.
- 4.13 NTPC shall not include HIV-AIDS test as part of its annual health checkups unless called for.
- 4.14 NTPC shall work in close coordination with agencies working for AIDS control like National Aids Control Organization (NACO), supporting them in the furtherance of their objectives and shall also make due efforts to create awareness about HIV-AIDS prevention and control in society at large.

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4.15 NTPC is committed to implement all policies and directives issued by the Govt. on HIV-AIDS from time to time.

4.16 NTPC Management shall be committed to communicate their support of these policies to workers in simple, clear and unambiguous terms.

5.0 STEPS TO BE TAKEN BY NTPC HOSPITALS TOWARDS PREVENTION OF AIDS

5.1 Sharp items (needles, scalpel, blades and other sharp instruments) shall be considered potentially infected and handled with extraordinary care to prevent injuries.


5.2 Disposal syringes, needles, scalpel blades and other sharp items shall be promptly placed by the NTPC staff in puncture resistant containers located as close as practical to the area in which they are used. To prevent needle stick injuries, needles shall not be recapped, purposely bent, broken, removed from disposable syringes, or otherwise manipulated by hand.

5.3 When the possibility of exposure to blood or other body fluids exists, 'Universal precautions' shall be followed. Blood body fluid, spills shall be quickly cleaned with disinfectant solution such as sodium hypochlorite.

5.4 Protective covering like gloves, masks, gowns, eye covering shall be used when performing surgical procedures where potential splashing or aerosol contact is possible. Hands should be washed thoroughly and immediately if they accidentally become contaminated with blood.


5.5 To minimize the need for emergency mouth to mouth resuscitation, NTPC shall ensure location and availability of mouthpiece, resuscitation bags or other ventilation devices, in all areas where the need for resuscitation is possible.

5.6 Before disposing articles contaminated with blood and other body fluids, these shall be placed in thick polythene bags or plastic containers. The disposable items shall be incinerated or autoclaved and discarded.

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6.0 GENERAL

The Company reserves the right to modify, add, amend or withdraw any / all of the above provisions.

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RECORD OF REVISIONS

Section-Clause No.	Revision No.	Revision Date	Amendment Details
0107-Record of Revisions	0	15.03.2019	HR Policy Manual Updation

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