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IMPLEMENTATION OF HIV/AIDS WORKPLACE PROGRAMME

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Research Questionnaire

Dear Sir/Madam

My name is Lindeka Moeng, a Masters student at the School of Public and Development (P&DM), University of Witwatersrand. I am currently doing a Study on HIV/AIDS Workplace Programme implementation in Gauteng provincial Government (GPG) departments.

I am requesting 45 minutes of your time to answer questions related to your departmental HIV/AIDS Workplace programme implementation.

The findings of this study will be submitted to the Faculty of Commerce, Law and Management, University of Witwatersrand, in fulfilment of the requirements for the degree of Masters in Public and Development Management (MM P&DM). The Gauteng Department of Health (Multi-sectoral AIDS Unit) will be provided with findings that are summarised in a pamphlet form.

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(For the Respondents)

Name of Department: _____

Designation of Programme Coordinator: _____

Status of Employment (Permanent/contract) : _____

Signed Plan for 2006/07: (Yes or No) _____

Size of the Department (staff compliment)

To all respondents

*Below, there are 30 questions (5 general questions, 5 attitudinal items, 6 knowledge items, 5 policy questions and lastly 9 Leadership questions). For each incident below indicate your response by selecting (mark with an **X**) one of the responses indicated under each incident.*

For example:
1) My department has a dedicated programme coordinator to implement HIV/AIDS workplace programme

i)Strongly disagree	
ii) disagree	**X**
iii) neither disagree nor agree	
iv)agree	
v)strongly agree	

General Information

1. My department provides information about AIDS to its employees

i) Strongly Disagree	
ii) Disagree	
iii)Neither agree or disagree	
iv) Agree	
v) Strongly Agree	

2. HIV/AIDS infected employees are eligible for chronic illness retirement if their medical condition warrant

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv) Agree	
v) Strongly Agree	

3. My department has a "Stay Negative Support Programme" for those who tested negative from Voluntary Counselling and Testing

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv) Agree	
v) Strongly Agree	

4. My department has allocated funds to implement workplace programme for the year 2006/07

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

5. My department had reached the set targets for the 2006/07 FY

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

Attitudinal Items

6. Discrimination in the workplace against HIV/AIDS infected employees should be prohibited.

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

7. Special arrangements at the workplace should be made for HIV/AIDS infected employees

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

8. HIV testing should not be mandatory for any employee

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

9. AIDS should be treated as any other long term chronic illness e.g cancer

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

10. The department should take precautions to protect medical information that it collects regarding employees

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

Knowledge Items

11. I am sufficiently knowledgeable about HIV/AIDS to handle HIV/AIDS related situations in the workplace

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

12. HIV Prevention is the most important aspect that needs more attention than HIV treatment

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

13. HIV is not the same as AIDS

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

14. The epidemic is posing a huge challenge to specifically economic and social development

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

15. HIV/AIDS cannot be considered to be a responsibility of the Department of Health alone

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

16. Employees should be encouraged to disclose their HIV status to get more information on how to live with the virus

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

HIV/AIDS Workplace Policy

17. My department has HIV/AIDS workplace Policy

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

18. The Policy has been in place for more than two years

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

19. High rate of death in the workplace prompted the development of the policy

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

20. The policy process affect the operational aspect of the department

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

21. The policy is due for review in a year's period

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

HIV/AIDS Workplace Programme: Leadership experiences

22. I have a dedicated Senior Manager who is supportive of the HIV/AIDS workplace programme

i) Strongly Disagree	

ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

23. Each year my department submits on time a clear, output driven plan with budget that is signed by a SMS.

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

24. The leadership role within the workplace programme in my department has disappointing factors
(Disappointments, failures, challenges)

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

25. There are leadership issues that inhibit the implementation of the programme

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

26. There are leadership factors that enhances the implementation of the programme

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

27. The following elements form part of my departmental HIV/AIDS workplace programme and the leadership support is very strong

a) Voluntary Counselling and Testing (VCT)

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

b) Peer Education

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

c) Wellness Programme

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	

v) Strongly Agree	

d) Condom distribution

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

e) Aids Awareness Events

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

f) Education and Training (of employees and Managers)

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

g) ART Roll-out

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

h) Prevention and Treatment

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

i) Traditional beliefs and Culture

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

j) Stigma and Discrimination

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

k) Equity

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	

v) Strongly Agree	

l) Gender Relations

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

m) Employee Assistance Programme (EAP)

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

28. HIV/AIDS is mainstreamed in my departmental strategy and get equal attention like any other programmes implemented in the department

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

29. My department monitors and evaluates its workplace programme every 3 years

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

30. My department is committed and focused in delivering set targets/outputs every year

i) Strongly Disagree	
ii) Disagree	
iii) Neither agree or disagree	
iv)Agree	
v) Strongly Agree	

Any other comments you want to make? You are welcome.

_____
_____
_____
_____
_____
_____
_____
_____
_____

Thank you
Lindeka Moeng
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