

HIV/AIDS/Hepatitis B and C

Policy Statement

We respect the right for all children to be cared for and aim to provide a safe and secure environment for all children in the Service. We will not discriminate against any child or family's right to achieve that care as outlined in the law. We believe that HIV/AIDS and Hepatitis B and C are best dealt with by preventative measures and will ensure that clear guidelines are given to eliminate the risk of spreading the diseases and ensure the safety of all staff and children. Proper confidentiality will also apply.

Policy Considerations

- National Quality Standards/Elements: 7.1.2 (Management systems)
- Federal Disability Discrimination Act
- Equal Opportunity Act
- Occupational Health and Safety Act

Procedure

- Under the Federal Disability Act and the Equal Opportunity Act, no discrimination will take place based on a child's/parent's/staff member's HIV status.
- Discrimination regarding access to the Service is unlawful. A child with HIV or Hepatitis B or C has the right to obtain a position in the Service should a position become available and a staff member the right to equal opportunity of employment.
- A child infected with HIV shall be treated as any other child, as HIV is not transmitted through casual contact.
- Where staff are informed of a child, parent or other staff member who has HIV/AIDS or Hepatitis B or C, this information will remain confidential at all times. A breach of this confidentiality will be considered a breach of the relevant legislation.
- Staff will ensure that no discussion is made other than insuring proper care of all children is maintained.
- Proper safe and hygienic practices will be followed at all times.
- No one will ever be denied the right to first aid.
- All staff dealing with open sores, cuts and bodily fluids with any child or adult will wear disposable gloves.
- Staff with cuts, open wounds or skin disease such as dermatitis will cover their wounds and wear disposable gloves.
- Disposable gloves will be properly and safely discarded after use, and staff are to wash their hands after doing so.
- If a child has an open wound it will be covered with a waterproof dressing.
- If bodily fluids or blood gets on the skin but there is no cut or puncture, wash away with hot soapy water.
 - In the event of exposure through cuts or chapped skin, promptly wash away the fluid, encourage bleeding and wash in cold or tepid soapy water.
 - In the event of exposure to the mouth, promptly spit it out and rinse mouth with water several times.
 - In the event of exposure to the eyes, promptly rinse gently with cold or tepid tap water or saline solution.

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Reviewed by:	Sarah Maple	Approved by:	Courtney Tanner

Kids Biz Holidays & Sports

OSHC Policies & Procedures

- In the event of having to perform CPR, disposable sterile mouth masks will be used, or if unavailable a piece of cloth.
- Any exposure will be reported to the Coordinator and Kids Biz OSHC to ensure proper follow up procedures occur.
 - Note: Hot water may coagulate the blood and protect the virus from the soap or disinfectant. It is best to use cold or tepid water temperatures in all cleaning processes.
 - Testing and counselling will be arranged for any staff members exposed to the potentially contaminated products.
- Any soiled clothing will be handled using disposable gloves, soaked in disinfectant or hot soapy water. Clothing will be placed and sealed in a plastic bag for the parents to take home.
- Any blood or bodily fluid spills will be cleaned up immediately, using gloves and the area fully disinfected.
- Cloths used in cleaning will be wrapped in plastic bags and properly disposed of.
- Staff and parents will be encouraged to participate in AIDS and Hepatitis education.
- Education can take the form of staff training, educational seminars, brochures, etc.

Document Version Control

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05/12/2018	Full review
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