

## Human Immunodeficiency Virus (HIV) and Hepatitis C

### Contents

---

Policy Statement .....	2
Principles .....	2
Responsibilities.....	2
Additional Information .....	4

---

## Policy Statement

---

<b>Summary</b>	West Yorkshire Police (WYP) have a duty of care to ensure that any police officer or police staff members affected by the Human Immunodeficiency Virus (HIV) or Hepatitis C is treated with dignity and respect throughout their career with the Force. This policy demonstrates the Force's commitment to recruiting and supporting officers and staff who are affected by HIV and/or Hepatitis C.
<b>Scope</b>	This policy applies to all police officers and police staff, special constables and those working voluntarily or under contract to the Force.

---

## Principles

---

<b>General</b>	<ul style="list-style-type: none"> <li>• All officers and staff who may be affected by HIV will be deemed to be disabled for the purposes of the Equality Act 2010 from the point of diagnosis.</li> <li>• All information will be treated in the strictest confidence and at no time will an individual's medical condition be disclosed.</li> <li>• Individuals have rights under Common and Statue Law and can expect that those details of their personal health and medical history will be kept confidential.</li> <li>• Business Support must ensure all departments receive replacement first aid supplies and stocks must be readily available, and any individuals working in public situations are supplied with resuscitation device and replacements must be readily available.</li> </ul>
----------------	---

---

## Responsibilities

---

<b>Line Managers</b>	<p>Line managers are responsible for:</p> <ul style="list-style-type: none"> <li>• Assuring when individuals disclose their illness, that all information will be treated in the strictest of confidence and will not be disclosed to anyone, including members of the senior leadership team or OH, unless they give written consent;</li> <li>• Informing the individual what advice and support they can receive from the Force and OH;</li> <li>• Considering a referral to OH for advice relating to workplace requirements, and referring the individual to OH, if they agree; and</li> <li>• Undertaking a risk assessment for the individual</li> </ul>
<b>Individuals</b>	Individuals are responsible for:

---

**Affected**

- Ensuring all wounds are covered and dressings changed when required, however minor;
  - Taking sensible precautions when dealing with blood and bodily fluids whether the source is a colleague or a member of the public;
  - Using a resuscitation device when undertaking mouth to mouth resuscitation;
  - Attending the hospital where experiencing a more serious wound to be properly assessed.
  - Wearing protective gloves when appropriate; and
  - Informing OH and their line manager, if there is any situation where inadvertently a colleague or a member of the public has been contaminated by blood or bodily fluid, to seek advice and support.
- 

**Occupational Health**

Occupational Health are responsible for:

- Maintaining confidentiality when making recommendations to managers regarding necessary working adjustments or modifications, unless they have explicit written consent of the individual;  
Only in exceptional circumstances, such as cases with the intention to self-harm or harm others, it is acceptable under the practitioner's Code of Professional Conduct to breach patient confidentiality;
  - Being available to discuss with individuals who are affected by HIV and/or Hepatitis C occupationally or otherwise;
  - Acting as advocate for the individual affected by HIV and/or Hepatitis C.
  - Advising the Force and individuals where appropriate; and
  - Clinically assessing and refer where appropriate with contamination incidents.
-

## Additional Information

---

### Compliance

This policy complies with the following legislation and policy:

- Equality Act 2010
  - The Human Rights Act 1998, Article 8
  - Health and Safety at Work Act 1974, Section 7
  - Data Protection Act 2018
  - Health and Safety Policy
  - Risk Assessment (Health and Safety) policy
  - Blood Borne Virus Contamination Incidents policy
-