



University of Venda

**THE EXPERIENCES OF EMPLOYEES WHO ARE LIVING WITH
THE HUMAN IMMUNODEFICIENCY VIRUS (HIV), REGARDING
CARE AND SUPPORT RECEIVED AT THEIR VARIOUS
WORKPLACES IN THULAMELA MUNICIPALITY, VHEMBE
DISTRICT OF LIMPOPO PROVINCE**

by

Ndifelani Nemabaka

Student Number: 11593315

A thesis submitted in fulfilment of the requirements for the degree:

**Magister Curationis (MCur)
Nursing Administration**

**Department of Advanced Nursing Science
School of Health Sciences
University of Venda**

Supervisor: Dr DU Ramathuba

Co-Supervisor: Dr PR Risenga

February 2014

©University of Venda

UNIVEN LIBRARY

Library Item : 20141179



UNIVERSITY OF VENDA
LIBRARY

ABSTRACT

The Human Immunodeficiency Virus (HIV) and the Acquired Immune Deficiency Syndrome (AIDS)—collectively termed HIV/AIDS—remains the most challenging infectious disease faced by public health systems in recent times as it poses a great burden to people's socioeconomic standards and health. The disease has left some families without breadwinners, while businesses are losing experienced and skilful employees. The impact of the epidemic is seen in diverse parts of the world, most notably sub-Saharan Africa. The purpose of this study was to explore and describe the experience of employees who are living with HIV/AIDS with regard to the care and support they receive in their various workplaces and to determine how care and support can be enhanced in workplaces. The study design was qualitative, descriptive, explorative and contextual since there was a central question which needed explanation from employees who are living with HIV/AIDS with regard to the care and support that they receive from their different workplaces. Non-probability purposive sampling was used. Data were collected using a phenomenological approach involving interviews and data were analyzed using an open-coding method. Findings revealed that the participant employees received some form of support from managers, but also experienced negative attitudes and discrimination from co-workers after disclosure of their HIV-positive status. These experiences precipitated emotional pain and a sense of insecurity among participants. The study recommended the adoption of best practices in workplaces, promotion of HIV/AIDS education, prevention, counselling, designing HIV/AIDS policies and making the workplace positive and accepting.

Keywords: HIV/AIDS, employees living with HIV/AIDS, care and support