



**UNITED REPUBLIC OF TANZANIA**  
**President's Office – Public Service Management**  
**PUBLIC SERVANTS' RIGHTS AND RESPONSIBILITIES**  
**RELATED TO HIV AND AIDS**

## **1. Introduction**

The impact of HIV/AIDS on the Public Service has been catastrophic, as it has caused high rates of reduced physical capacity for some employees, extra workload for others, emotional stress, increased health and welfare costs, high employee turnover, and loss of skilled and experienced human capital resources at all government institutions. The realization that HIV/AIDS could roll back all of the gains the Government has achieved has given impetus to the fight to contain this problem. In this connection, the Government of Tanzania has committed to provide public servants with services related to HIV and AIDS, including education, support, care, and treatment. The goals of these services are to motivate employees to seek voluntary counselling and HIV testing and help those living with HIV to maintain good health. The benefits for public servants are outlined in Circular No. 2, issued in November 2006 by the Government of Tanzania through the President's Office, Public Service Management.

## **2. Public Servants' Rights to Services in Relation to Circular No. 2, 2006.**

As a public servant, you have the following rights:

- (i) To be routinely educated about HIV and AIDS issues, including access to voluntary counselling and HIV testing, so that you may lead a healthy and productive life;
- (ii) If living with HIV/AIDS, you have the right to remain employed, voluntarily unite with fellow staff members who also live with HIV, and form a workplace-based cluster for sharing experiences and supporting each other, as well as for communicating concerns to your employer;
- (iii) If living with HIV/AIDS and eligible for treatment services, you have the right to obtain user-friendly treatment services, as provided under the National Care and Treatment Guidelines;
- (iv) If living with HIV/AIDS, you have the right to obtain support from your employer for balanced nutritional supplements; and
- (v) To be given transport allowances for travel to health facilities for treatment of opportunistic infections, CD4 and other tests, and obtaining antiretroviral drugs (ARVs).

### **3. Public Servants' Responsibilities in Relation to Circular No. 2, 2006.**

As a public servant, you may ask your Human Resource Officer or HIV and AIDS Coordinators in the workplace to provide the following:

- (i) The most current version of the Circular and/or answers to any questions you have about HIV and AIDS;
- (ii) Information on HIV/AIDS programmes, as well as resources allocated for protecting employees from HIV infection;
- (iii) Information on planned activities and resources allocated for educating employees about the benefits of and procedures for accessing and adhering to AIDS treatment services; and
- (iv) Information on the actual application of resources allocated to implement various workplace-based HIV and AIDS activities, including within a ministry, council, or independent department or agency.

Furthermore, you may report improper conduct related to any of the above issues to the responsible authorities-specifically to your employer-and seek employee-related information from the President's Office, Public Service Management.

#### **For More Information, Please Contact:**

##### **Permanent Secretary**

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