

Reference No: E107/12/87; **Date:** 22/06/88

Circular 12/1988:- Civil Service Policy on AIDS

A Dhuine Uasail

I am directed by the Minister for Finance to say that he has accepted agreed recommendations by the General Council under the scheme of conciliation and arbitration for the civil service, and by the Conciliation Council under the conciliation and arbitration scheme for the higher grades, regarding the adoption of a Civil Service policy on AIDS in the workplace.

2. The agreed policy statement is printed overleaf. An information booklet containing general information on AIDS will be circulated to all staff.

3. The normal sick leave regulations as set out in Circular 25/78 will apply to staff suffering from AIDS who will be treated no differently than staff suffering from any other serious illness. Staff are further reminded that medical certificates and all matters concerning an officer's sick leave records must be treated in the strictest confidence. Personnel Officers should ensure that there are adequate local arrangements to ensure that medical records remain strictly confidential.

4. Any enquiries from Departments regarding the Civil Service AIDS policy should be addressed to the Department of Finance, 36-42 Kildare Street, Dublin 2 (Telephone 779601 Ext 314). Medical queries can be raised with the Chief Medical Officer for the Civil Service, Dr J Geoghegan, or directly with the Public Health Division of the Department of Health, Hawkins House, Dublin 2. Individual officers can raise queries through the Civil Service Welfare Service, or their local doctor or Health Board. A list of specialist counselling services is included in the information booklet which all staff will be receiving.

Mise le meas,

Seamus O Cíosáin
Runáí Cúnta

Civil Service Policy on Aids in the Workplace

1. Officers who are HIV positive or who suffer from AIDS will be retained in their job for as long as they can perform their duties to an acceptable standard.

2. The normal sick leave regulations as set out in Circular 25/78 will apply to staff who suffer from AIDS.

3. All details of an officer's health record should continue to be treated in the strictest confidence.

4. Discrimination on the basis of sexual orientation or medical condition (e.g. haemophilia) will not be tolerated in the civil service.

5. General

Nothing in this policy statement is to be interpreted as constituting a waiver of management's responsibility to maintain discipline or its right to take disciplinary measures under normal disciplinary procedures.