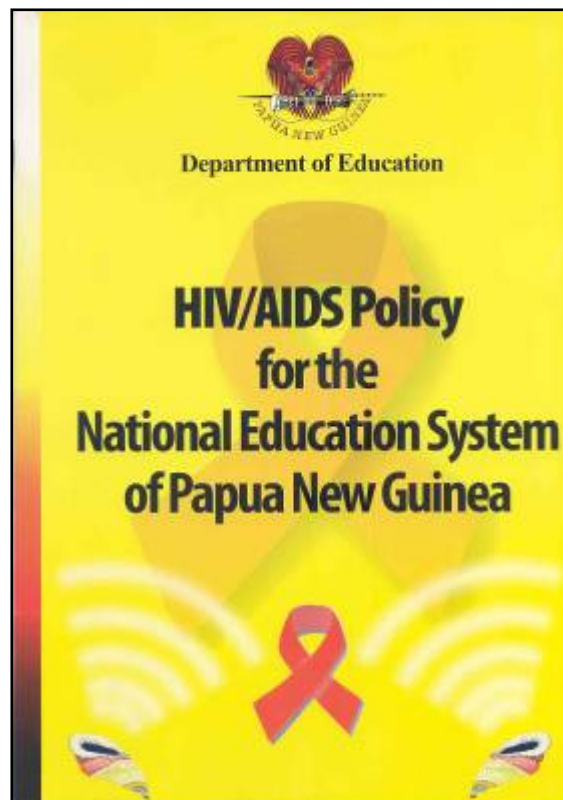




# **HIV/AIDS/STIs Implementation Plan 2007-2012**

## **for the National Education System of Papua New Guinea**



**National Department of Education**

# **HIV/AIDS/STIs Implementation Plan 2007-2012 for the National Education System of Papua New Guinea**

May 2007

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EDUCATION**

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**EDUCATION CAPACITY BUILDING PROGRAM**

## Acknowledgments

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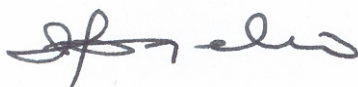
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Dr Joseph Pagelio  
Secretary of Education

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## Abbreviations used in the Plan

<b>Abbreviations</b>	<b>Name</b>
AIDS	Acquired Immune Deficiency Syndrome
ART	Anti Retroviral Therapy
BEDP	Basic Education Development Project (AusAID)
BFAK	Basic First Aid Kits
BoM	Board of Management
CDD	Curriculum Development Division
DoH	National Department of Health
ECBP	Education Capacity Building Program (AusAID)
FODE	Flexible and Open Distance Education
HAMP Act	HIV/AIDS Management & Prevention Act
HIV	Human Immuno Deficiency Virus
HPS	Health Promoting Schools
NHCMG	National HIV/AIDS/STI Coordination & Monitoring Group
P&C	Parents & Citizens Groups
PD	Personal Development subject
PDoE	Provincial Division of Education
PEA	Provincial Education Adviser
PEP	Post Exposure Prophylaxis
PLWHA	People Living With HIV/AIDS
PopED	Population Education Program (UNFPA/DoE)
PTC	Primary Teachers College
STI	Sexually Transmitted Infection
TSC	Teaching Service Commission
TVET	Technical Vocational Education Training
UNAIDS	United Nations Program on AIDS
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund

## Foreword

The first cases of HIV infection were diagnosed in Papua New Guinea in 1987. Twenty years later there is now a generalised epidemic with an estimated 1.7 – 2% of the population infected with HIV or living with AIDS. Many Papua New Guineans have died from AIDS related diseases and infections.

The National Department of Education has a major responsibility to the more than one million students under its care and to the approximate thirty-five thousand teachers and administrators who run the education system. Activities that promote greater understanding and responses about HIV/AIDS/STIs for all communities in Papua New Guinea are an important issue for the National Department of Education. Therefore, in 2005 the Department produced the HIV/AIDS Policy for the National Education System of PNG. In order to implement the HIV/AIDS Policy the Department has now produced the National Department of Education HIV/AIDS/STIs Implementation Plan 2007-2012. This document is extremely important for it describes the activities that must be implemented through the education system over the next five years.

So many Papua New Guineans have died and have been infected and affected by the virus that there is now no more time for delaying activities that promote the prevention of the virus and the care, support and treatment of those who are living with HIV and or AIDS. The National Department of Education HIV/AIDS/STIs Implementation Plan 2007-2012 centres on prevention, care, treatment and support for students, teachers and communities.

Prevention is about providing strategies to avoid becoming infected by the virus. Abstinence from sexual activity - or the delay of sexual activity - is the first of the three pillars in the ABC approach adopted by the Department and the Government of PNG. Both being faithful and both getting tested is the second pillar. It is imperative that spouses or partners remain faithful to each other and that both know their HIV status. The correct and consistent use of Condoms is the third pillar of the ABC approach.

Despite controversy from some sectors of society about condoms, we know that condoms do save lives. Too many people have become infected and have died because they have not abstained from sexual activity, they have not been faithful or their partner has not been faithful to them. In the absence of such preventive behaviour, there is no alternative but to use a condom when having vaginal or anal intercourse. The Department's HIV/AIDS policy stipulates that no person can be denied access to ABC information. Under the HIV/AIDS Prevention and Management Act 2003 (HAMP Act) it is illegal for any person or institution to deny access to knowledge about prevention including the use of condoms and how to have safer sex. The HIV/AIDS/STIs Implementation Plan 2007-2012 follows these national directives.

Silence, taboos or denial about the realities of sexual behaviour can no longer be permitted. We must address the realities of what human sexuality involves and discuss sex and sexuality openly and without shame, prejudice or hypocrisy. Simply, sexual behaviour is varied and is a normal aspect of human development and enjoyment. In the face of the terrible epidemic afflicting our nation, we must break down the cultural and social and religious barriers that have been constructed around sexual behaviour and use open dialogue and accurate knowledge to combat the epidemic before it becomes a pandemic. A pandemic is when more than 10% of the population is infected.

Teachers are particularly vulnerable to contracting the virus because they are mobile and often live apart from their spouses or partners. They also have a regular financial income which gives them power within a community. Students are often sexually active, especially after puberty, which is about the time they reach upper primary or secondary school. Teachers and students

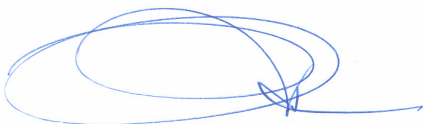
are both highly vulnerable groups. The HIV/AIDS/STIs Implementation Plan 2007-2012 contains many strategies that attempt to reduce the vulnerability of infection for these groups.

Gender issues are of major importance when considering how the virus is spread. There are significant inequalities in our country between men and women, boys and girls. This means that in most cases men and boys have more power than females. This situation has been culturally and socially constructed around the physical differences between men and women and boys and girls. Increasingly, because women's genitals are very vulnerable to the HIV virus, especially the genital area for younger females, the virus is infecting more and more females. Sexual abuse and forced sex is a major way that the virus is transmitted between males and females in PNG. The Implementation Plan is therefore very concerned to promote greater equity for females and to encourage males to be more aware of how physical and social power promotes the transmission of the virus. Curricula and training will emphasise this Departmental requirement. Strategies for addressing gender issues should be included in the regular syllabi of all schools whether state or faith based.

I wish to congratulate and thank the many people involved in the production of the Implementation Plan. Special thanks must go to Mr Damian Rapese, Deputy Secretary, Standards and HRD for his continuing commitment to promoting the Department's response to the epidemic. Strong leadership that pushes the boundaries is vital if we are to avoid a pandemic in Papua New Guinea. Special thanks must also go to the members of DoE HIV/AIDS Implementation Committee and to the many agencies such as AusAID, NACS, UNFPA, UNAIDS, UNICEF, EU, and others, who contributed time, funds and efforts to produce this Plan and who support the response against HIV/AIDS in PNG.

As noted, everyone is affected by HIV and AIDS, whether directly or indirectly. We must now scale up the response to this terrible challenge and work hard at implementing the activities in the National HIV/AIDS Implementation Plan 2007-2012.

I instruct all schools, all students and all personnel to fully participate in the challenge that faces our country.



Hon. Michael Laimo, CBE, MP  
Minister of Education

May 2007

## Introduction

The number of people in Papua New Guinea who have contracted the Human Immuno Deficiency Virus (HIV) that leads to Acquired Immune Deficiency Syndrome (AIDS) has grown higher and higher with each year since the first cases were detected in 1987. In December 2005 there were 14, 164 reported cases of HIV (NACS) and the UNAIDS 2006 PNG report estimated 60,000 were probably infected, most without knowing their status. These figures constitute 1.8% - 2% of PNG's population which means that the country is now in a generalised epidemic.

In the past twenty years, many Papua New Guineans have died of AIDS related infections and diseases. If the epidemic is not controlled, by 2016 the country will be at pandemic stage which is 10% or more of a population infected with HIV. The results of a pandemic will be catastrophic for Papua New Guinea. Tens of thousands of people will die. There will be tens of thousands of orphans whose parents have died of AIDS and who themselves will be either infected or seriously affected. The economy will be severely affected. Education systems will suffer as students, teachers and administrators fall ill and die.

The Government of Papua New Guinea has responded to the increasing crisis of HIV/AIDS by developing and implementing several key measures. A major response has been through the development of the National Strategic Plan on HIV/AIDS 2006-2010. This is a significant document that responds to the epidemic on a nation wide basis. All sectors of the Government and society have been incorporated into the National Strategic Plan on HIV/AIDS 2004-2006 in order to work towards controlling the spread of the virus. In addition, the National Strategic Plan on HIV/AIDS 2004-2006 looks not only at prevention but at the care, treatment and support of people infected and affected with the virus or living with AIDS.

In 2005 the National Department of Education (DoE) responded to the multiple challenges involved in the prevention, care, treatment and support of HIV/AIDS in Education through the development and distribution of the HIV/AIDS Policy for the National Education System of Papua New Guinea. The Policy is very comprehensive and has four key strategies which are:

1. Prevention for students;
2. Care and support for students
3. HIV/AIDS in the workplace
4. Managing Education's response to HIV/AIDS

The HIV/AIDS Policy for the National Education System of Papua New Guinea has been widely distributed throughout the country. In 2006 the HIV/AIDS/STIs Implementation Plan 2007- 2012 for the National Education System of Papua New Guinea was developed. The five year Implementation Plan is based on the HIV/AIDS Policy. A number of activities have been included to address each of the four key strategic areas in the Policy. The main goal of the HIV/AIDS Policy and the HIV/AIDS Implementation Plan is to ensure intensive work will be conducted by DoE and its partners in all aspects of prevention, care, treatment and support for students, teachers, parents and communities.

DoE will implement the many activities in the HIV/AIDS/STIs Implementation Plan 2007-2012 with its partners. The partners are: Provincial Divisions of Education (PDoE), Local Level Governments (LLG), National Department of Health (DoH) and all other Government Departments. Major partners are the National AIDS Council Secretariat (NACS) and the Provincial AIDS Council Secretariats (PACS). DoE will also work in partnership with Non Government Organisations (NGOs), Community Based Organisations (CBOs) and faith based organisations to implement the activities. Importantly, DoE will also work in partnership with



major donors such as the Governments of Australia, the European Union, Japan and New Zealand. Multilateral organisations such as UNAIDS, UNDP, UNFPA, UNICEF and UNIFEM are also very important partners who fund and administer HIV/AIDS/STIs programs in PNG.

With so much support from both PNG Government and non-government agencies and the international community, DoE will be able to effectively implement the activities in the HIV/AIDS/STIs Implementation Plan 2007- 2012. It is crucial that schools at all levels (elementary, primary, secondary) play their part and actively engage in all the processes required in the response against the epidemic. Similarly, all tertiary institutions must actively engage in the response: universities, teacher training colleges, TVET, are all extremely important players in the national response to the epidemic. Teachers and students, parents and communities are all included in the activities in the Implementation Plan.

PNG has the highest number of people living with Sexually Transmitted Infections (STIs) amongst the 38 Asia Pacific countries. In recognition of the very high numbers of Papua New Guineans living with sexually transmitted infections, the HIV/AIDS/STIs Implementation Plan 2007- 2012 includes STIs as a major component of the response to HIV/AIDS. People who suffer from sexually transmitted infections such as Syphilis, Gonorrhoea, Donovanosis, Genital Herpes and Chlamydia are more vulnerable to contracting HIV.

Many effective and successful HIV/AIDS related activities are taking place in educational institutions at all levels. In the past few years curricula have included strong messages about HIV/AIDS. Behaviour change methods and life skills have been included in primary and secondary syllabi. The UNFPA/DoE Population Education Project has trained hundreds of primary teachers and inspectors around PNG in reproductive sexual health. Teacher trainees receive in-depth training on all aspects of the epidemic and how to teach about HIV/AIDS in schools. Drama groups visit schools and communities. Gender and how the social and sexual relationships between girls and boys, and men and women influence the spread of the virus has also become a major issue in the response to HIV/AIDS/STIs education in schools and colleges.

What DoE emphasises in the HIV/AIDS/STIs Implementation Plan 2007- 2012 is the scaling up, the increased response, to all of the areas to which educators and students, donors and other partners are already contributing. The main message in the HIV/AIDS/STIs Implementation Plan 2007- 2012 is that the response to the epidemic must continue and must be strengthened through the coordinated efforts of the National Department of Education.

**KEY STRATEGIC AREA # 1: PREVENTION FOR STUDENTS**

**Objective:** Students acquire the knowledge and information and develop appropriate life skills to be free of HIV infection all their lives.

**Strategy 1.1: Information and Awareness**

1.1.1 Accurate information and awareness will be made available and accessible to all schools and institutions and students. This will include information on the use of condoms when developmentally appropriate for students, as part of the Government's ABC message

1.1.2 Teachers will be trained in HIV and sexual health matters

1.1.3 Appropriate school personnel will be trained in HIV and sexual health counselling and support.

1.1.4 Awareness training will be conducted for communities, parents and other family members.

Prioritised Activities	Organisation Responsible	Targets
<p><b>1.1.1 Accurate information and materials on HIV and AIDS will be made available and accessible to all schools, institutions and students. This will include information on the use of condoms, when developmentally appropriate for students, as part of the Government's ABC message.</b></p>		
<p>i) Continually develop and distribute gender sensitive, life skills based, developmentally appropriate and updated HIV/AIDS/ STIs and Reproductive &amp; Sexual Health/Gender materials to all schools, institutions, students and teachers (Refer: 1.2.1:).</p>	<p>DoE/CDD/PopED/UNAIDS Textbook provision EU Readers NZAID Teacher Ed re-print ECBP</p>	<p>100% of schools and institutions receive regular, relevant materials.</p> <p><b>Elementary:</b> Teacher Resource Pack in English and Tok Pisin by 12/07</p> <p><b>Primary:</b> Supplementary HIV/AIDS &amp; Life Skills completed by 07/07, Reproductive Sexual Health completed by 07/07, HIV/AIDS/STI text book by 12/07, Gender manual by 12/07, HPS completed by 04/08, Readers by 12/08</p> <p><b>Secondary</b> Supplementary HIV/AIDS &amp; Life Skills completed by 09/07, Lower Sec PD syllabus 06/07, Upper Secondary syllabus by 06/08, PD HIV/AIDS textbook by 12/08</p> <p><b>TVET</b> HIV/AIDS/STI &amp; reproductive health manuals and trainee books distributed by 03/08</p> <p><b>Teacher Education</b> Updated Student Teacher Course Book reprinted and distributed in 11/07, 11/08, 11/09</p>
<p>ii) Prior to developing DoE materials, conduct an audit on all elementary, primary, secondary and PTC materials related to HIV/AIDS/STIs in order to ascertain the quality and quantity of gender and character development / life skills and accurate HIV/AIDS/STI information (Refer: 1.2.2.).</p>	<p>CDD</p>	<p>Development of HIV/AIDS/STI and life skill audit Board of Studies checklist by 08/07 All current materials audited by 09/07</p>

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<p>iii) Develop and distribute a series of gender sensitive modules linked to the curriculum for in-service teachers at all levels including HIV/AIDS/STIs, Reproductive Health, Gender, Counselling, Workplace Policy, Human Rights, HPS, Life Skills, Care and Support for Students, Peer Education.</p>	<p>CDD/PopED/NACS/donors and agencies/ECBP</p>	<p>Development and publication of in-service guidelines for HIV/AIDS/STIs and Gender Equity for Teacher In-service Plan (TIP) by 05/07. Trial clusters to receive guidelines and resource pack by 08/07. Training funded by ECBP Workshop with agencies, PopED and CDD to develop standard training outcomes and training progression map for in-service packages by 10/07. Approved by Teacher Education and CDD Board of Studies 50% of schools receive multiple copies of HIV/AIDS/STIs, Life Skills, Reproductive Health by 06/08 and 100% by 06/09 50% of schools receive Gender, Counselling, Workplace Policy, Human Rights, HPS, Care &amp; Support for students by 12/08 and 100% by 12/09</p>
<p>iv) Develop a gender sensitive Board of Studies Checklist for Gender and HIV/AIDS/STIs, life skills and reproductive health based on DoE policy to be used for selection and approval of all HIV/AIDS/STIs training events and materials used in schools and institutions by both DoE and non DoE agencies (Refer:1.2.2:i).</p>	<p>CDD/DoE</p>	<p>Board of Studies Checklist developed and available by 08/07.</p>
<p>v) Write and distribute to all schools and education authorities a Secretary's Circular on ABC policy and the requirement that all HIV/AIDS/STIs materials and training in schools must be approved by DoE. Information on use of male and female condoms compulsory from Grade 5 as part of life skills teaching.</p>	<p>DoE (Secretary of Education)</p>	<p>100% of all schools receive Secretary's Circular by 10/07 along with advice on how to work with their communities</p>
<p>vi) Monitor training provision from alternate providers using DoE Board of Studies criteria, eg, NGOs, CBOs, faith based groups.</p>	<p>DoE NACS/agencies/NGOs/ NHCMG</p>	<p>Secretary's letter to all non-DoE training providers instructing them to work within the DoE Policy and Board of Studies criteria by 10/07 Media release to inform partners by 09/07 Workshop with agencies, PopED and CDD to develop standard training outcomes and training progression map for in-service packages by 10/07 Monitoring reports to National HIV/AIDS/STI Coordination &amp; Monitoring group</p>
<p>vii) TVET to produce and distribute comprehensive HIV/AIDS/STIs &amp; Sexual Reproductive Health materials and to develop a compulsory gender sensitive HIV/AIDS/STIs &amp; Sexual Reproductive Health trainee book and trainer manual.</p>	<p>TVET</p>	<p>TVET officers and trainers receive basic HIV/AIDS/STI training by 05/07 Launch of TVET materials on World AIDS Day 12/07 100% of TVET institutions receive multiple copies of HIV/AIDS/STI manuals and trainee books by 03/08 100% of TVET institutions teach a compulsory gender sensitive HIV/AIDS/STIs &amp; Reproductive &amp; Sexual Health module by 10/08. Course mandatory for all TVET students</p>
<p>vii). 2008 and 2011 Education theme to be HIV/AIDS/STIs related concept 2008: "ABC for Life – learning to protect yourself and your loved ones" for 2008 2011: "Living with HIV&amp;AIDS – students and teachers care", or "Every teacher be faithful, every teacher get tested" or alternative for 2011</p>	<p>DoE (Deputy Secretary &amp; Top Management Team)</p>	<p>Education theme approved by Top Management Team meeting and gazetted by end 05/07</p>

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<p>viii) Continually develop and broadcast through radio, TV and other appropriate electronic media HIV/AIDS/STIs/gender programs that promote life skills and behaviour change strategies.</p>	<p>CDD/JICA/ Media unit</p>	<p>Review of TV programming to ensure life skills and participatory teaching &amp; learning by 09/08                      First radio programs produced, scheduled and transmitted by 6/08                      Media campaign to inform teachers about HIV/AIDS/STIs, gender equity, HIV Policy, planning and programming, working with the community etc begins 03/08                      VCD/DVD of high quality sample lessons for HIV/AIDS/STIs and reproductive health (including gender equity, human rights and life skills) produced by 10/08. 100% of training institutions and partners have a copy by 02/09. 100% schools have a copy by 06/09</p>
<p>ix) Ensure that STIs are included as an integral component in all aspects of the response to HIV/AIDS.</p>	<p>DoE/CDD</p>	<p>STIs included in all communications, training and materials from 05/07</p>
<p><b>1.1.2 Teachers will be trained in HIV and sexual health matters.</b></p>		
<p>i) All pre-service elementary, primary, secondary school trainees, TVET, DEPI's will complete an approved compulsory HIV/AIDS/STIs &amp; Reproductive &amp; Sexual Health module including life skills, peer education (secondary), counselling, gender, work place health and safety (refer: 1.2.1: 1.2.4).</p>	<p>DoE/ PTCs/ /TVET /University of Goroka/ CDD/ Elementary unit</p>	<p>100% of primary and secondary teacher trainees trained on HIV/AIDS &amp; sexual health course from 12/07 onwards                       100% of TVET teacher trainees trained in HIV/AIDS from 12/08 onwards                       100% of Elementary teacher trainees trained in HIV/AIDS from 12/08 onwards</p>
<p>ii) All in-service elementary, primary, secondary, college (including TVET) teachers will have at least 1 week annually of training on how to teach HIV/AIDS/STIs, reproductive sexual health, life skills, gender equity, work place health and safety, home based care using approved materials (refer 1.1.1.iii)</p>	<p>DoE/ PopED/ PTCs/agencies                       Inspectorate</p>	<p>Training map and standard training packages established by 10/07                      Teacher In-service plan (TIP) and School Learning Improvement Plans (SLIP's) to include HIV/AIDS/STI's and gender equity as key compulsory components of annual training by 05/07. To be monitored by Inspectorate.                      100% of in-service teachers have received at least 1 week of training on HIV/AIDS/STIs/life skills &amp; Reproductive &amp; Sexual Health by 11/09.</p>
<p>iii) Establish and update database of approved training providers and of trained teachers (including counselling staff.</p>	<p>DoE/PopED/ NACS</p>	<p>Establishment of database by 12/07.</p>
<p>iv) Expand and support PopED to train teachers in peer education (secondary), reproductive sexual health (primary) and life skills (primary &amp; secondary)</p>	<p>PopED/UNFPA/ECBP</p>	<p>Successful bid for 2008-2012 funding from UNFPA including partnership agreement with DoE by 11/07                      Establishment of Peer Ed program (1 manager, 2 trainers) by end of 2008                      Establishment of Life Skills program (1 manager, 2 trainers) by end of 2008                      Expansion of reproductive sexual health team (1 manager, 2 trainers) by 06/08</p>

<p><b>1.1.3 Appropriate school personnel will be trained in HIV/AIDS/STI and sexual health counselling and support.</b></p>		
<p>i) All teacher education institutions include a compulsory core course on HIV/AIDS/STIs &amp; Reproductive and Sexual Health, Gender Equity and Counselling.</p>	<p>Teacher Education Division/ PTCs/University of Goroka/UNICEF/ECBP</p>	<p>100% of teacher education institutions teaching HIV/AIDS/STIs and Reproductive Health as a core module by 1/08 (this includes a section on counselling). ECBP reprinting course materials for all PTC's and UOG Writing and approval by Board of Studies of updated Gender Equity modules by 11/07 using learning from UNICEF child friendly schools projects. Distribution to all PTC's in 01/08 and teaching commences by end of 2008 Writing and approval by Board of Studies of new, core Counselling &amp; Guidance course for all PTC's and UOG by 10/08. Distribution to all PTC's in 01/09 and teaching commences in all colleges by end of 2009</p>
<p>ii) Counselling positions established and filled or designated teachers trained in counselling at all schools and educational institutions; girls and women must have access to trained female staff.</p>	<p>Schools/TSC/Counselling &amp; Guidance/ schools/ PopED /NACS/UNICEF</p>	<p>30% of secondary, TVET and tertiary education institutions have a fully trained male and female school counsellor by 12/08; 60% by 12/09; 100% by 12/10 10% of primary schools have at least one trained counsellor by 12/08, 30% by 12/09, 60% by 12/10 and 100% by 12/11</p>
<p>iii) Expand in-service gender sensitive counselling training programme for all teachers.</p>	<p>Counselling &amp; Guidance/ UNICEF</p>	<p>100% of boarding schools have a fully trained male and female counsellor by Dec 2010.</p>
<p>iv) Develop an updated Counselling &amp; Guidance training manual for in-service teachers which includes STIs, HIV/AIDS, stigma and discrimination, safe sex, family planning, gender issues and life skills</p>	<p>Counselling &amp; Guidance/ UNICEF/ NACS</p>	<p>Training course approved by Board of Studies by 07/08</p>
<p><b>1.1.4 Awareness training will be conducted for communities, parents and other family members.</b></p>		
<p>i) NACS to ensure that issues relevant to DoE, communities, parents and family members are included in NAC'S media presentations and awareness trainings.</p>	<p>DoE/ NACS / PACS</p>	<p>NACS and DoE demonstrate a working relationship on awareness training and regular high level coordination by 10/07.</p>
<p>ii) Board of Management/Board of Governors/P&amp;C groups to be trained in DoE HIV/AIDS Policy, syllabus requirements, gender equity and basic HIV/AIDS/STI &amp; reproductive health information (including ABC, life skills, counselling and support and stigma and discrimination)</p>	<p>Schools/BEDP/PopED/agencies/ PACS/Inspectors/ Provincial officers</p>	<p>100% of all elementary BOM and P&amp;C to be trained by 12/08 100% of primary and TVET BOM and P&amp;C to be trained by 12/08 100% of secondary and tertiary BOM/BOG and P&amp;C to be trained by 06/09</p>
<p>iii) All guidelines, manuals, materials and training to include community links, church links and responsibilities of schools and communities in protecting young people and supporting teachers (to include practical strategies for working well together)</p>	<p>CDD/Board of Studies/BEDP  ECBP</p>	<p>Included in Board of Studies criteria and all materials from 08/07 Media awareness campaign for communities and parents a part of national education theme in 03/08 (syllabi, policy, gender equity, life skills, ABC, zero tolerance for abuse, fighting stigma and discrimination, care and counselling and support for affected students and teachers etc). In English and Tok Pisin.</p>

**KEY STRATEGIC AREA: # 1: PREVENTION FOR STUDENTS**

**Objective:** Students acquire the knowledge and information and develop appropriate life skills to be free of HIV infection all their lives,

**Strategy 1.2 Curriculum**

Education will be provided on HIV and AIDS.

1.2.1 Information about HIV/AIDS, character development and life skills (eg decision making, relationship building) will be integrated into all appropriate curriculum areas and subjects at all levels of schooling.

1.2.2 Appropriate teaching and learning resources which are gender sensitive, will be developed to support HIV/AIDS curriculum programs.

1.2.3 Through in-service and pre-service programs, educators will be trained to effectively integrate HIV prevention information into lessons and the curriculum.

1.2.4 Peer education programs will be developed and implemented to support the school curriculum.

Prioritised Activities	Organisation Responsible	Targets
<b>1.2.1 Information about HIV/AIDS, character development and life skills (eg; decision-making, relationships building) will be integrated into all appropriate curriculum areas and subject at all levels of schooling.</b>		
i) Ensure that all materials produced include life skills and behaviour change approaches (Refer:1.1.1 ii.)	CDD/ PopED/Board of Studies/PTCs/UNAIDS	Life skills training for all CDD writers 03/07 Life skills training for all PTCs and key Teacher Education officers 09/07  Materials and training incorporate life skills and behaviour change approaches from 05/07 onwards
<b>1.2.2 Appropriate teaching and learning resources which are gender sensitive, will be developed to support HIV/AIDS curriculum programs.</b>		
i) Ensure that clear and detailed developmentally appropriate information on the links between gender equity and HIV/AIDS/STIs is mainstreamed into all materials (Refer 1.1.1)	CDD/PopED/Board of Studies	All materials produced assessed for gender sensitivity using DoE criteria from 08/07. All materials including textbooks to include gender/HIV issues  Included in Teacher In-service Plan guidelines from 05/07  Included in pre-service HIV/AIDS/STIs & Reproductive Health course (02/07 onwards) Included in Gender Equity pre-service course from 11/07
ii) Ensure that information on, and life skills approaches to, Sexual Violence is a mandatory component of all HIV/AIDS/STIs/Gender related resources for students and teachers.	CDD/PopED/Board of Studies/UNICEF	Information on and life skills approaches to Sexual Violence to be included in TVET and Secondary syllabi and materials from 09/07 onwards and in all relevant materials. Included in Counselling & Guidance training courses by 07/08 and Gender Equity course

<p><b>1.2.3 Through in-service and pre-service programs, educators will be trained to effectively integrate HIV/STIs prevention information into lessons and the curriculum.</b></p>		
<p>i) Refer: 1.1.1, 1.1.2, 1.1.3</p>	<p>Teacher Education Division/ CDD</p>	<p>Evaluation of pre-service HIV/AIDS &amp; reproductive health course conducted by 10/07; report submitted by 12/07. All materials produced for teachers and all training for teachers to include teaching &amp; learning activities and planning and programming/syllabi links from 05/07</p>
<p><b>1.2.4 Peer education programs will be developed and implemented to support the school curriculum.</b></p>		
<p>i) Conduct an external evaluation of peer education programmes (PopED, Save the Children, international examples etc) in to assess processes and impacts. Complete a final peer education program for secondary schools.</p>	<p>PopED/ECBP/CDD  University of Goroka</p>	<p>External evaluation of programs completed by 05/07  Complete peer education training program manuals and resource materials by 06/07 Integration of peer education into secondary school PD syllabus (Lower secondary by 06/07, upper secondary by 06/08) Integration of peer education into pre-service secondary training by 12/08</p>
<p>ii) Expand and build the capacity of PopED in terms of peer education in secondary schools initially. Establish a well monitored and well supported peer education program at each secondary school</p>	<p>PopED/UNFPA</p>	<p>Expansion of PopED: Successful bid for 2008-2012 funding from UNFPA including partnership agreement with DoE by 11/07 Establishment of Peer Ed program (1 manager, 2 trainers) by end of 2008  20% of secondary schools have established a peer education program with ongoing support from PopED by 12/08 50% of secondary schools have established a peer education program by 12/09 80% of secondary schools have established a peer education program by 12/10 100% of secondary schools have established a peer education program by 12/11</p>
<p>iii) Establish a well monitored and well supported peer education program at each TVET school and tertiary institution (boarding institutions)</p>	<p>PopED/UNFPA/ agencies</p>	<p>60% of TVET boarding and tertiary institutions receive training and have a well supported peer education program by 12/10. 100% by 12/11</p>
<p>iv) Develop and distribute developmentally appropriate, gender inclusive peer education manuals and support materials to all secondary/TVET/tertiary institutions.</p>	<p>PopED/CDD/UNFPA/ Board of Studies</p>	<p>Materials developed and approved by Board of Studies by 12/07</p>
<p>v) Ensure all non DoE peer education programs are approved by DoE National HIV/AIDS Implementation Team.</p>	<p>Agencies/DoE/PopED</p>	<p>Development of criteria for school based peer education in 03/08</p>

vi) Establish HIV/AIDS Clubs at primary schools to lead advocacy in schools and communities (e.g. Future Leaders Club, Life Club, Tokaut group etc)	PopED/DoE/agencies/ NGO's/ PACS	Workshop to establish HIV/AIDS Club networks in 08/08 Development of program from 09/08 20% of G8 primary schools having an out-of-school support club/advocacy group with a focus on HIV/AIDS/STIs, reproductive health, life skills and community outreach etc by 12/09. 50% by 12/10. 100% by 12/11
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### KEY STRATEGIC AREA: # 1: PREVENTION FOR STUDENTS

**Objective:** Students acquire the knowledge and information and develop appropriate life skills to be free of HIV infection all their lives.

#### Strategy 1.3: Environment

Teaching and learning environments will be safe and health - promoting.

1.3.1 All schools should strive to become health promoting schools.

1.3.2 Schools will promote healthy lifestyles and good nutrition programs.

1.3.3 Staff and students will work together to create an environment free of discrimination, exploitation, sexual harassment, bullying, abuse and violence.

1.3.4 Teachers and students in every school and institution will be trained in universal infection control precautions.

1.3.5 Basic First Aid Kits will be maintained in every school and institution.

Prioritised Activities	Organisation Responsible	Targets
<b>1.3.1 All schools should strive to become health promoting schools (HPS).</b>		
i) Integrate HPS into the primary pre-service course on Health. HPS module contains management guidance on sexual health for young men and women in schools. HPS also included in Gender Equity module.	Teacher Education Division/PTCs/UNICEF/ECBP	HPS a compulsory module in Health by 12/08 HPS included in Gender Equity course re-write in 11/07
ii) Include HPS, HIV/AIDS/STIs and Gender Equity on Inspectors' checklist.	Inspectorate/BEDP/ECBP	HPS, HIV/AIDS/STIs and Gender Equity is included on checklist for Inspectors' Reports and in School Learning Improvement Plans by 06/07 In-service on guidelines by 12/08 Whole school reviews to begin in 2009
iii) HPS strategies and activities included in DoE guidelines and HPS manual (including practical steps to make schools child friendly and including strategies to reduce the risk of HIV/AIDS/STIs and poor reproductive health. Also including specific gender equity tasks)	Schools/Inspectorate/CDD.	Manual and guidance completed by CDD by 04/08 100% of schools receive guidelines and manual by 12/08.



iv) Ensure HPS included in student and teacher materials (Refer: 1.1.1; 1.2.1;1.1.4)	CDD/Board of Studies	All relevant, newly developed, student materials to include HPS activities. HPS included in Board of Studies checklist by 08/07
v) Ensure that issues relevant to People Living with HIV/AIDS (PLWHA) such as healthy nutrition, hygiene and treatment of opportunistic infections are included in materials and training.	CDD/NACS	100% of appropriate materials will include issues relevant to PLWHA from 05/07 including secondary and TVET syllabi
<b>1.3.2 Schools will promote healthy lifestyles and good nutrition programs.</b>		
i) Refer: 1.3.1		
ii) Information guidelines to all schools will include the requirement to assess the type of foodstuffs and drinks available through commercial and non commercial outlets; guidelines will encourage good nutrition.	Schools /CDD/Inspectorate	Included in HPS supplementary materials/manual by 04/08 100% of schools receive manual including guidelines by 12/08
<b>1.3.3 Staff and students will work together to create an environment free of discrimination, exploitation, sexual harassment, bullying, abuse and violence.</b>		
i) Rights training (including DoE Policy & HAMP Act ;) included in HIV/AIDS/STIs/Gender training and manuals for teachers and students (Refer: 1.1.1; 1.1.2; 1.1.3) with repeat training for staff throughout Implementation period.	Schools /CDD/ PopED / DoE/TSC/PNG Teachers Association	100% of the teachers will receive initial training by 6/09 included in training package
ii) Zero tolerance on violence, harassment and sexual abuse policies to be fully enforced to ensure compliance by teachers, staff, students.	Schools/BOM/BOG/ Provincial officers/ DoE / Inspectorate/agency  TSC/PNG Teachers Association	100% of all schools and senior officers and inspectors receive Secretary's Circular on Discipline and zero tolerance policy by 04/08  Zero tolerance of abuse and sexual harassment included in updated Code of Ethics (along with Gender Equity and HIV/AIDS/STI support) in 05/08  All schools to have zero tolerance and gender equity included in school policies and discipline rules by 12/08
<b>1.3.4 Teachers and students in every school and institution will be trained in universal infection control precautions.</b>		
i) Universal infection control precautions included in teachers' manuals and in-service training and in student HIV/AIDS/STIs resource materials (Refer: 1.1.1; 1.2.1.;1.1.3)	CDD/Board of Studies	Inclusion of requisite information in relevant materials and checklist from 08/07
<b>1.3.5 Basic First Aid Kits will be maintained in every school and institution.</b>		
i) BFAK checklist written with advice from NDoH, NACS, UNAIDS and included in modules to teachers / schools (Refer: 1.1.1; 1.1.2; 1.1.3; 1.3.4).	DoH/ NACS / UNAIDS/ UNFPA/CDD	100% of materials to include basic first aid and blood spill advice by 05/08.

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<p>ii) All learning institutions establish and maintain or supplement existing BFAK with all checklist items including female and male condoms (or confidential access to female and male condoms) where developmentally appropriate according to DoE Policy. All teachers know how to deal with blood spills safely.</p>	<p>Schools/ BOM/BOG/ PDoE/ NACS / PACS/ NGOs/agencies/DoH/ Inspectorate</p>	<p>BFAK included on Inspectors checklist by 06/07 50% of elementary, primary, secondary schools &amp; tertiary institutions (including TVET) have a BFAK by 12/07; 100% by 12/08.</p> <p>All boarding institution students have equitable and anonymous access to male and female condoms by 12/07. All age appropriate primary students (G5 onwards) have knowledge of where to get free condoms near their community.</p> <p>Schools select staff for basic first aid training by local health workers.</p>
<p>iii) School nurses and health workers know about HIV/AIDS/STIs including testing, referral for STI services and confidentiality and human rights issues specific to working with young men and women. Both young men and women have regular access to a same sex health worker.</p>	<p>Schools/BOM/BOG/DoH/ Inspectorate PACS/NACS</p>	<p>DoE/DoH workshop to develop school health worker training program by 05/08. Standard referral form developed and included in training packs for schools. DoH funding and management plan complete by 11/08 and begins 01/09 100% of school health workers trained in HIV/AIDS/STIs and human rights by 12/10 100% of schools have addressed access to same sex health workers by 12/10 Access to same sex health workers and school health work provision included in Inspector checklist for HPS from 06/07</p>

**KEY STRATEGIC AREA # 1: PREVENTION FOR STUDENTS**

**Objective:** Students acquire the knowledge and information and develop appropriate life skills to be free of HIV infection all their lives.

**Strategy 1.4: Partnerships**

Partnerships will be established.

1.4.1 Partnerships will be established with relevant community – based organizations and non- government organizations (NGOs) to provide information, prevention and counselling services for students.

1.4.2 Partnerships will be established with community – based youth groups to support access to information and peer education.

Prioritised Activities	Organisation Responsible	Targets
<p><b>1.4.1 Partnerships will be established with relevant community – based organizations (CBOs) and non-government organizations (NGOs) to provide information, prevention and counselling services for students.</b></p>		
<p>i) All elementary, primary and secondary schools and tertiary institutions (including TVET) will establish links with relevant organisations to access assistance for students and teachers and to provide assistance for community members (Refer:2.2.3).</p>	<p>Schools/ NGOs/ CBOs / NACS / PACS /In-service training providers/ Inspectorate/ agencies/ BEDP</p>	<p>List of partners included in HIV/AIDS/STI pre- and in-service training materials and in all training sessions from 05/07 and in guidelines to in-service clusters from 05/07</p> <p>100% of schools have demonstrated links by 12/09 through their school improvement learning plans.</p>
<p>ii) Ensure that all training and in school programs and materials provided by partners are approved by either DoE using policy based criteria (Refer: 1.1.1: iii, iv, v)</p>	<p>DoE / training providers/ Inspectorate</p>	<p>100% of all training and materials are approved by PDoE or DoE using approved criteria. Refer to 1.1.1.vi.</p>
<p><b>1.4.2 Partnerships will be established with community – based youth groups to support access to information and peer education.</b></p>		
<p>iii) Schools will establish mutually beneficial partnerships with community based groups to maximise access to information and assistance between communities and schools (Refer: 1.2.4: 1.4.1: 2.2.3).</p>	<p>Schools / NGOs / CBOs./ NACS / PACS/agencies</p>	<p>100% of schools will demonstrate links by 12/09 and maintain them through school learning improvement plans</p>

## KEY STRATEGIC AREA # 1: PREVENTION FOR STUDENTS

**Objective:** Students acquire the knowledge and information and develop appropriate life skills to be free of HIV infection all their lives.

### Strategy 1.5 Female and Male Students

The different needs and circumstances of female and male students will be addressed.

1.5.1 Implementation of the policy will take into account the different biological, social and cultural needs of males and females.

1.5.2 Strategies will recognize that girls and young women are in particularly vulnerable position in relation to HIV/AIDS.

1.5.3 Schools and institutions with student boarders will make additional provisions for the protection of female and male students.

1.5.4 Schools will teach students about gender roles, the influence of power in male- female relationships and responsible and protective behaviours.

Prioritised Activities	Organisation Responsible	Targets
<b>1.5.1 Implementation of the policy will take into account the different biological, social and cultural needs of males and females.</b>		
Refer to strategies: 1.1: 1.2: 1.3:1.4: 1.5: 2.1: 2.2: 2.3		
<b>1.5.2 Strategies will recognize that girls and young women are in particularly vulnerable position in relation to HIV/AIDS.</b>		
i) Ensure that the particular vulnerabilities for girls and women are stressed in all materials and training and assistance (Refer: 1.1: 1.2: 1.3: 1.4: 1.5: 2.1: 2.2: 2.3:)	CDD/Board of Studies	Inclusion of particular vulnerabilities for girls and women in all relevant training and materials and assistance immediately. Criteria for Board of Studies complete by 08/07
ii) Supplies of female and male condoms and lubricant will be maintained in confidential and equitable locations at secondary and tertiary schools and institutions.	Schools/TVET/PTCs/ Inspectorate/ PACS  BOM/BOG	Female and male condoms and lubricant available confidentially and equitably in 100% of boarding institutions by 12/07.  Primary school students should know where to access free male and female condoms from G5 (from Secretary's Circular 10/07)
iii) All schools will have safe, clean, private toilets/wash blocks for both male and female staff and students.	Schools/BOM/BOG/ Inspectorate BEDP	100% of all schools comply by 12/09 (see HPS 1.3.1)
<b>1.5.3 Schools and institutions with student boarders will make additional provisions for the protection of female and male students.</b>		
i) All schools with boarders will have secure, safe and clean dormitories, ablution blocks, and toilets with clean water.	Schools / agencies/ BOM/BOG/BEDP/ Inspectorate	100% of all schools comply by 12/10.

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ii) Ensure that male and female condoms and lubricant are available confidentially and equitably for female and male boarding students and staff in all boarding institutions including faith agency institutions.	Schools / PACS / NACS / agencies/ Inspectors/ BOM/BOG	Female and male condoms and lubricant available confidentially in all boarding institutions by 12/07.
iii) Boarding schools / colleges enforce gender sensitive and equitable, zero tolerance discipline policies that are clearly stated for students and teachers.	Schools / colleges /Student Representative Councils/ BOM/ BOG/ Inspectorate	100% of boarding institutions comply by 12/08
<b>1.5.4 Schools will teach students about gender roles, the influence of power in male- female relationships and responsible and protective behaviours.</b>		
i) Updated information on gender, sexualities (including men who have sex with men), power relations (social, cultural, sexual, political) will be included in all training and materials and will be approved by DoE using approved criteria (Refer to strategies: 1.1: 1.2: 1.3:1.4: 1.5: 2.1: 2.2: 2.3.).	CDD/ training partners/ PopED/ agencies/ Board of Studies	Checklist and standard package for training partners 10/07

## KEY STRATEGIC AREA # 2: CARE AND SUPPORT FOR STUDENTS

**Objective:** Schools and institutions will be positive learning environments where all infected and affected students can access information, care, counselling and support.

### Strategy 2.1 Information and Awareness

Training and information will be provided on the care, counselling and support for students.

2.1.1 Teachers and appropriate school personnel will be trained in providing an inclusive and supportive environment offering care and support.

2.1.2 School counsellors will be trained to provide counselling and support for students infected and affected by HIV/AIDS and sexual assault and abuse.

2.1.3 Schools will provide information on available support and referral services within the community for parents and other family members.

Prioritised Activities	Organisation Responsible	Targets
<b>2.1.1. Teachers and appropriate school personnel will be trained in providing an inclusive and supportive environment offering care and support</b>		
i) Refer: 1.1: 1.2: 1.3: 1.4: 1.5: 2.1.2: 2.1.3: 3.1.1:		
<b>2.1.2. School counsellors will be trained to provide counselling and support for students infected and affected by HIV/AIDS and sexual assault and abuse.</b>		
i) Ensure all boarding institutions have a trained male and female trained counsellor; all counselling must conform to NAC'S standards and protocols (Refer: 1.1.3).	Schools/boarding institutions/ UNICEF/ Guidance & Counselling/ NACS/ TSC	30% of secondary, TVET and tertiary education institutions have a fully trained male and female school counsellor by 12/08; 60% by 12/09; 100% by 12/10 10% of primary schools have at least one trained counsellor by 12/08, 30% by 12/09, 60% by 12/10 and 100% by 12/11
ii) Conduct in-depth training of BOM, BOG, P&C, community representatives an all aspects of prevention, care, support, treatment and gender (Refer: 2.1.2:i)	BEDP/ Schools/ Inspectorate	100% of all elementary BOM and P&C to be trained by 12/08 100% of primary and TVET BOM and P&C to be trained by 12/08 100% of secondary and tertiary BOM/BOG and P&C to be trained by 06/09
<b>2.1.3. Schools will provide information on available support and referral services within the community for parents and other family members.</b>		
i) Schools strengthen partnerships with PACS and other agencies to link affected and infected individuals in the community with appropriate referral services.	Schools /NACS/ PACS/ agencies /DoH	Referral forms available to Headteachers, school counsellors, school health workers and Inspectors in training materials from 06/08 Referral included in inspectorate school review checklist

ii) Strengthen P&C association's responsibilities and encourage approved faith based organisations, CBOs and NGOs to participate in school-community HIV/AIDS/STIs/Gender initiatives (including on sexual violence).	Schools / PACS / NGOs/ CBOs/ BEDP	Suggestions on strengthening links between schools and NGO's included in all planning and programming materials from 05/07
iii) Develop standard Referral forms to be used for and with appropriate referral services.	DoH/ NACS/ DoE	Forms developed and distributed to 100% of schools by 06/09

## KEY STRATEGIC AREA # 2: CARE AND SUPPORT FOR STUDENTS

**Objective:** Schools and institutions will be positive learning environments where all infected and affected students can access information, care, counselling and support.

### Strategy 2.2 Partnership

Partnerships will be established to facilitate access to appropriate support and referral services. These services will include:

- 2.2.1 Information on reproductive and sexual health.
- 2.2.2 PEP (Post Exposure Prophylaxis) treatment.
- 2.2.3 Medical treatment including antiretroviral therapy.
- 2.2.4 Care and treatment of opportunistic infections.
- 2.2.5 HIV/AIDS and sexual assault counselling.
- 2.2.6 Grief and bereavement counselling.
- 2.2.7 Counselling for positive living.
- 2.2.8 Care and support agencies (eg. Home-based care services).

Prioritised Activities	Organisation Responsible	Targets
<b>2.2 Partnerships will be established to facilitate access to appropriate support and referral services: These services will include: Information on reproductive and sexual health; PEP (Post Exposure Prophylaxis) treatment; Medical treatment including antiretroviral therapy; Care and treatment of opportunistic infections; HIV/AIDS and sexual assault counselling; Grief and bereavement counselling; Counselling for positive living; Care and support agencies (e.g. Home based care services).</b>		
i) DoE will liaise with NACS to ensure consistency of approaches and information for all activities contained in 2.2.	DoE / NACS	NACS and DoE demonstrate a working relationship on awareness training and regular high level coordination by 10/07.
ii) PDoE will include in their Education Plans the establishment of links with PACS, hospitals, and other relevant groups that schools can utilise for training and access for care, treatment and support services.	DoE/ PDoE/ ECBP/ PACS/ Inspectorate	Support for PDoE to add HIV/AIDS/STIs to their Education Plans by 11/07 100% PDoE Education Plans show evidence of HIV/AIDS planned activities, groups liaising with schools and links between schools and PAC by 11/08

		All PEAs and senior inspectors to participate in PACS by 11/08
iii) All boarding institutions have a trained male and female counsellor; all boarding students have access to trained male and female health worker; primary students have access to a trained counsellor. All counsellors and school health workers trained in 2.2 areas to NACS standards; all HIV/AIDS/STI materials link teachers and students for local organisations and local VCT	UNICEF/ DoH/ Guidance & Counselling/ NACS/ PACS	30% of secondary, TVET and tertiary education institutions have a fully trained male and female school counsellor by 12/08; 60% by 12/09; 100% by 12/10 10% of primary schools have at least one trained counsellor by 12/08, 30% by 12/09, 60% by 12/10 and 100% by 12/11

## KEY STRATEGIC AREA # 2: CARE AND SUPPORT FOR STUDENT

**Objective:** Schools and institutions will be positive learning environments where all infected and affected students can access information, care, counselling and support.

### Strategy 2.3 Support

Provision will be made to support the learning of infected and affected students.

2.3.1 Flexible learning arrangements will be implemented for students unable to attend on a regular basis.

2.3.2 Schools and institutions will provide training for teachers and students in skills for peer support, negotiation and conflict resolution.

2.3.3 Schools and institutions will provide safety, security and stability for the students.

Prioritised Activities	Organisation Responsible	Targets
<b>2.3. 1. Flexible learning arrangements will be implemented for students unable to attend on a regular basis.</b>		
i) Alter grade repeating policy to allow affected students to repeat grades.	DoE / ECBP/ Schools	Review of enrolment policy by 12/07 Policy approved, schools advised by Ministerial Policy Statement by 12/08.
ii) Provide access, equal rights for school transfer/registration at F.O.D.E.	DoE / FODE	Guidelines for secondary schools/TVET/tertiary approved by TMT 06/07 have links to FODE access for affected students. Distribution to all schools and PDoE in 09/07
iii) Provide access to appropriate remedial/supplementary learning.	Schools	Guidelines approved by TMT 06/07. Schools receive guidelines 09/07
iv) Provide policy guidelines to cater for affected students to be exempted from paying school fees or receive school fee assistance	DoE	Review of enrolment policy by 12/07 Policy approved, schools advised by Ministerial Policy Statement by 12/08.
v) Develop partnership and dialogue with home based care agencies.	Schools / PDoE/ LLG/ NGOs / CBOs/ agencies/ PACS	Advice and contacts included in all HIV/AIDS/STIs material from 05/07



<p><b>2.3.2. Schools and institutions will provide training for teachers and students in skills for peer support, negotiation and conflict resolution.</b></p>		
<p>i) Refer 1.1.2 (i, ii), 1.1.3 (i), 1.2.1 (i) 1.2.2 (i, ii) etc</p>		
<p><b>2.3.3. Schools and institutions will provide safety, security and stability for the students.</b></p>		
<p>i) Zero tolerance on violence, harassment and sexual abuse policies to be fully enforced to ensure compliance by teachers, staff, students.</p>	<p>Schools/BOM/BOG/Provincial officers/ DoE / Inspectorate/agency</p> <p>TSC/PNG Teachers Association</p>	<p>100% of all schools and senior officers and inspectors receive Secretary's Circular on Discipline and zero tolerance policy by 04/08</p> <p>Zero tolerance of abuse and sexual harassment included in updated Code of Conduct (along with Gender Equity and HIV/AIDS/STI support) in 05/08</p> <p>All schools to have zero tolerance and gender equity included in school policies and discipline rules by 12/08</p>

**KEY STRATEGIC AREA # 3: HIV/AIDS IN THE WORK PLACE**

**Objective:** Work environments will be positive and proactive in the prevention of HIV in the workforce and be responsive to the needs of their infected and affected employees, by providing appropriate information referrals, care and support.

**Strategy 3.1 Safe Work places**

HIV/AIDS safe work places will be established at all levels of the national education system.

3.1.1 Occupational, health and safety guidelines will incorporate HIV/AIDS prevention and care strategies.

3.1.2 Staff will be trained in universal infection control precautions.

3.1.3 Basic first Aid kits will be maintained in each workplace and condoms made available as appropriate (It is the policy of the National AIDS Council Secretariat (NACS) to provide condoms for protection in the workplace).

Prioritised Activities	Organisation Responsible	Targets
<b>3.1.1 Occupational health and safety guidelines will incorporate HIV/AIDS prevention and care strategies.</b>		
i) Regional meetings of relevant provincial and district education authorities will be scheduled and conducted on all aspects in Strategy Areas 3 and 4 and will utilise existing NACS processes.	PDoE/ DoE/ ECBP	Regional meetings conducted annually involving PDoE senior officers has HIV/AIDS/STI session looking at Implementation Plan in 2007, health and safety and HR policy in 2008, care and counselling in 2009 etc
ii) Develop and distribute occupational health and safety guidelines that incorporate HIV/AIDS/STIs prevention and care strategy (Refer: 1.1.1: iii: 1.3.5)	DoE/ ECBP	Guidelines completed and approved by 04/08 Guidelines distributed to all schools and offices by 10/08
iii) Pre-service and in-service training on HIV/AIDS/STIs will include work environment safety guidelines including how to deal with accidental blood spills (Refer: 1.1: 1.2: 1.3). Headteacher training to include health and safety issues along with gender equity and human resource, policy issues	EU	School leadership & management course to include health & safety (etc) by 06/08
<b>3.1.2 Staff will be trained in universal infection control precautions.</b>		
i) Pre-service and in-service training will include Universal Infection Control Precautions along with other HIV/AIDS/STIs training (Refer: 1.1: 1.2: 1.3: 3.2.1).		

<b>3.1.3. Basic first aid kits will be maintained in each workplace and condoms made available as appropriate (It is the policy of the National AIDS Council Secretariat (NACS) to provide condoms for protection in the workplace.</b>		
i) Refer 1.3.5		
ii) Male and female condoms and lubricant available in all schools and DoE offices for staff (including ancillary staff). Availability is free, confidential, equitable and regular. Monitored by Inspectors.	Schools/ BOM/BOG/ DoE/ PDoE/ PACS / Inspectors	100% of schools provide free male and female condoms and lubricant to all staff (including ancillary staff) by 12/07 100% of DoE and PDoE officers have access to free male and female condoms and lubricant (including all ancillary staff) by 04/08

### KEY STRATEGIC AREA # 3: HIV/AIDS IN THE WORK PLACE

**Objective:** Work environments will be positive and proactive in the prevention of HIV in the workforce and be responsive to the needs of their infected and affected employees, by providing appropriate information referrals, care and support.

#### Strategy 3.2 Information

Employees will have access to accurate HIV/AIDS information, prevention, testing and counselling programs in all workplaces in the national education system.

3.2.1 Information sessions on HIV/AIDS including the HAMP Act, will be conducted.

3.2.2 Resource materials will be developed and distributed.

3.2.3 Awareness programs will be conducted on sexual harassment and abuse in the workplace.

3.2.4 Partnerships will be established at the community level to provide information on the prevention of HIV for employees.

Prioritised Activities	Organisation Responsible	Targets
<b>3.2.1 Information sessions on HIV/AIDS/STIs including the HAMP Act, will be conducted</b> <b>3.2.2 Resource materials will be developed and distributed</b>		
i) Teachers refer to 1.1.1 i and iii Ancillary staff and DoE/ PDoE officers will be given basic HIV/AIDS/STI training and an information pack	Schools/ PDoE/ DoE Divisional heads	Standard information pack complete by 06/07 100% of Fincorp Haus staff trained by 09/08 100% of PDoE officers and staff trained by 09/09  School training of staff part of SLIP
ii) Inspectors given extensive training in HIV/AIDS/STI , human rights, reproductive health, counselling, workplace policy, HPS	Inspectorate/ PopED	Baseline knowledge, skills and attitudes survey by 05/07 100% of inspectors trained by 12/08. Ongoing training package ready for new inductees.

<b>3.2.3 Awareness programs will be conducted on sexual harassment and abuse in the workplace</b>		
i) Teachers refer to 1.1.1 i and iii and 1.3.3 i Ancillary staff and DoE/PDoE and inspectors will be given basic training and sensitization on dealing with sexual harassment and abuse in the workplace	PDoE/ DoE/ Inspectors/ Schools	Training package developed by 08/08 Division heads, Inspectors and schools to deliver training session by 12/09
ii) See zero tolerance policy 1.3.3. ii.		
<b>3.2.4 Partnerships will be established at the community level to provide information on the prevention of HIV for employees</b>		
Refer to 2.1.3 i and 2.2 and 1.4.1		

### KEY STRATEGIC AREA # 3: HIV/AIDS IN THE WORK PLACE

**Objective:** Work environments will be positive and proactive in the prevention of HIV in the workforce and be responsive to the needs of their infected and affected employees, by providing appropriate information referrals, care and support.

#### Strategy 3.3 Care and support services

Care and support will be available to infected and affected employees, in partnership and collaboration with agencies and services.

3.3.1 Access to counselling, treatment and support will be ensured through referrals to appropriate services.

3.3.2 Systems to maintain confidentiality and privacy of personal information will be established.

3.3.3 Procedures will be in place to prevent and/or address discrimination and stigmatisation.

<b>Prioritised Activities</b>	<b>Organisation Responsible</b>	<b>Targets</b>
<b>3.3.1. Access to counselling, treatment and support will be ensured through referrals to appropriate services.</b>		
Refer to 1.4.1 and others		
<b>3.3.2. Systems to maintain confidentiality and privacy of personal information will be established.</b>		
i) Include systems to maintain confidentiality, privacy, preventing discrimination and stigmatisation, established and strict controls maintained with zero tolerance for infringements.	DoE/ PDoE/ Schools / institutions/ Inspectors/ BEDP/ agencies  EU	HAMP Act included in all training materials from 05/07  Included in new School Leadership and Management course 06/08  Secretary's Circular on human resource management and HIV Policy by Oct 07

ii) Teachers Code of Conduct and workplace practice on confidentiality and discrimination included in DoE Guidelines sent to all teachers and institutions (Refer: 1.1.1: 3.1.1).	DoE / TSC/ PNG Teachers Association/ agencies	Updated Code of Conduct complete by 05/08 includes confidentiality and fighting stigma and discrimination
<b>3.3.3 Procedures will be in place to prevent and/or address discrimination and stigmatisation.</b>		
i) Refer 3.3.2. HAMP Act included in all training materials from 05/07	DoE/ PDoE/ agencies	

### KEY STRATEGIC AREA # 3: HIV/AIDS IN THE WORK PLACE

**Objective:** Work environments will be positive and proactive in the prevention of HIV in the workforce and be responsive to the needs of their infected and affected employees, by providing appropriate information referrals, care and support.

#### Strategy 3.4 Workplace practices

Human Resource management policies and practices at all levels of the national education system will address the issues of HIV/AIDS.

3.4.1 No person will be discriminated against on the basis of HIV/AIDS in terms of recruitment, appointment, deployment, employment, promotion, training or benefits. Fitness to work will be a significant consideration.

3.4.2 No person will be required to undergo HIV testing as part of their employment arrangement.

3.4.3 Systems for negotiating flexibility in work responsibilities will be in place for employees who are infected or affected by HIV/AIDS.

3.4.4 The different needs and circumstances of men and women in the workplace will be addressed.

Prioritised Activities	Organisation Responsible	Targets
<b>3.4. 1. to 3.4.5</b>		
i) Ensure that issues related to 3.4.1 to 3.4.5 are included in Human Resource Management policies and that these policies are widely distributed to schools, colleges and all PDoE offices (Refer 3.1: 3.2: 3.3).	DoE / TSC/ ECBP	All issues are included in HRM policies by 3/10. and 100% distributed by 6/10.
ii) Ensure that appropriate policy is developed to address non compliance of the issues related to 3.4.1 to 3.4.5 and that such policy be enforced through punitive and remedial actions that address the contravention of human rights guaranteed in the HAMP Act (Refer: 3.1: 3.2: 3.3).	DoE / TSC/ ECBP	All issues relating to punitive and remedial actions are included in HRM policies by 3/10 and 100% distributed by 6/10.

## KEY STRATEGIC AREA # 4: MANAGING EDUCATION'S REPOSES TO HIV/AIDS

**Objective:** Management structures and systems will be in place and partnerships developed and sustained, at all levels of the national education system to plan, implement and monitor quality education in the context of HIV/AIDS.

### Strategy 4.1 Management Structures

All levels of the national education systems will establish and maintain HIV/AIDS management and support structures.

4.1.1 An HIV/AIDS Coordination and Monitoring Group will be established at the national level to coordinate planning and to monitor the implementation of the policy.

4.1.2 The DoE will create a position of the National HIV/AIDS Coordinator.

4.1.3 Provinces, Districts, colleges and schools will use existing structures to coordinate and monitor implementation of the policy at their level.

Prioritised Activities	Organisation Responsible	Targets
<b>4.1.1. An HIV/AIDS Coordination and Monitoring Group will be established at the national level to coordinate planning and to monitor the implementation of the policy.</b>		
i) Establish the National HIV/AIDS/STIs Coordinating and Monitoring Group (NHCMG), duty statements, terms of reference and guidelines. NHCMG includes senior officers from key Divisions and reports directly to Secretary of Education. Includes yearly review of Plan.	DoE/ ECBP	HIV Coordinating and Monitoring Group established by 09/07. Duty Statements and Operational Guidelines written by 09/07. Yearly review report to TMT.
ii) Ensure that representatives from NACS, multilateral and bilateral agencies are included on the NHCMG.	DoE / NACS / agencies	Representatives will be appointed to the NHCMG by the first meeting by 09/07
iii) Organise and conduct regional consultation and information sessions about Policy and Implementation plans and NHCMG with Provincial Administrators and PEAs.	DoE / ECBP	Sessions conducted annually from 5/07.
<b>4.1.2. The DoE will create a position of the National HIV/AIDS Coordinator.</b>		
i) Create and appoint a HIV/AIDS/STIs Coordinator at Superintendent level (Grade 15). Create and appoint an HIV/AIDS Strategy officer (Grade 12). Develop TOR and reporting responsibilities. TMT to approve.	DoE/ HR&OD	DoE appoints HIV/AIDS Strategy officer by 07/07  TMT approves Coordinator by 05/08 Coordinator appointed at Grd. 15 level by 09/08.
ii) Establish an HIV/AIDS/STIs Implementation Team within the DOE. Develop new TOR for positions in key Divisions.	DoE / NHCMG/ ECBP  Teacher Education, CDD, Inspectorate, G&C, TVET	Unit established by 09/08 which includes a senior HIV/AIDS/STI coordinator from CDD, Inspectorate, Guidance & Counselling, TVET, Teacher Education
iii) Create positions for professional and support staff positions within the HIV/AIDS/STIs Unit.	DoE / NHCMG/ ECBP	All positions filled by 09/08 including support staff
iv) Adequately fund and resource the HIV/AIDS/STIs Unit's effective operation.	DoE / donors / ECBP.	HIV/AIDS/STI budget allocation funded by DoE from 2008 (K150,000 for 2008, negotiated from Implementation Plan from there)

4.1.3. Provinces, Districts, colleges and schools will use existing structures to coordinate and monitor implementation of the policy at their level.		
i) Strengthen the existing structure with provinces and institutions for implementation and monitoring.	DOE/PDoE/ ECBP	Establish communication network with Provinces and institutions for implementation by 12/07.
ii) Identify the provincial, district, LLG coordinators at the different levels and train them. PDoE to appoint HIV/AIDS coordinators. PEA and/or senior inspector and/or Coordinator to be active on PAC.	DoE / PDoE/ Inspectors	<p>100% PDoE Education Plans show evidence of HIV/AIDS planned activities, groups liaising with schools and links between schools and PAC by 11/08</p> <p>All PEAs and senior inspectors to participate in PACS by 11/08</p> <p>09/09 Provinces establish HIV/AIDS Coordinators for 2010</p> <p>100% of Provincial Coordinators trained and active by 12/10</p>

#### KEY STRATEGIC AREA # 4: MANAGING EDUCATION'S REPOSES TO HIV/AIDS

**Objective:** Management structures and systems will be in place and partnership developed and sustained, at all levels of the national education system to plan, implement and monitor quality education in the context of HIV/AIDS.

##### Strategy 4.2 Advocacy

Staff at all levels of the national education system will publicly support and be advocates for the policy.

4.2.1 The DoE will inform managers and leaders in the national education system and all stakeholders of the policy and distribute it to them.

4.2.2 The DoE, provinces, districts, colleges and schools will identify appropriate methods for raising awareness of the policy and its implementation.

4.2.3 Staff at all levels of the national education system will act as positive role models, create awareness and share information about the education sector's responses to HIV/AIDS.

4.2.4 Schools will encourage and support their parent communities to understand and be advocates for HIV prevention and care.

Prioritised Activities	Organisation Responsible	Targets
<b>4.2.1. The DoE will inform managers and leaders in the national education system and all stakeholders of the policy and distribute it to them.</b>		
i) Implementation meetings to be held at all levels to devise appropriate methods to disseminate information on Policy and Implementation Plan.	DoE/ PDoE/ schools/ BEDP/ ECBP/ agencies	Policy in all training materials from 05/07 Guidelines for Plan complete by 07/07 for each level of education system  100% PDoE Education Plans show evidence of HIV/AIDS planned activities, groups liaising with schools and links between schools and PAC by 11/08  Regional meetings conducted annually involving PDoE senior officers has HIV/AIDS/STI session looking at Implementation Plan in 2007, health and safety and HR policy in 2008, care and counselling in 2009 etc. Inspectors conference 05/07
ii) Disseminate information on HIV/AIDS Policy and Implementation Plan to stakeholders at national, provincial and community levels through regular scheduled meetings and incorporate awareness into training	DoE / ECBP/ agencies/ PDoE/ Schools/ Inspectors	100% of all educational levels and institutions will receive the Policy by 4/07 and the Implementation Plan and/or guidelines by 12/07.
iii) DoE will produce a reduced size version of the HIV/AIDS Policy for distribution to partners and easy reproduction	ECBP	Reduced size HIV Policy produced and 5000 copies made by 08/07
<b>4.2.2. The DoE, provinces, districts, colleges and schools will identify appropriate methods for raising awareness of the policy and its implementation.</b>		
Refer 4.2.1:i	BEDP/ PDoE/ DoE/ agencies Schools through their SLIP and TIP	



<b>4.2.3. Staff at all levels of the national education system will act as positive role models, create awareness and share information about the education sector's responses to HIV/AIDS.</b>		
i) Refer: Strategic Areas 1, 2, 3.		
ii) Ministerial circular instructing all education personnel to be role models when participating in HIV/AIDS/STIs activities (Refer: 1.1.1: v). Updated Code of Conduct for teachers.	DoE/ TSC/ PNG Teachers Association	100% of all schools receive Secretary's Circular by 10/07.  Updated Code of Conduct 05/08
<b>4.2. 4. Schools will encourage and support their parent communities to understand and be advocates for HIV prevention and care.</b>		
i) Refer: 1.1.2, 1.1.3, 1.1.4. 1.1.5).	BEDP/ agencies/ Schools	

#### STRATEGIC AREA # 4: MANAGING EDUCATION'S REPONSES TO HIV/AIDS

**Objective:** Management structures and systems will be in place and partnership developed and sustained at all levels of the national education system to plan, implement and monitor quality education in the context of HIV/AIDS.

##### Strategy 4.3 Planning and Budgeting

Management structures at all levels of the system will plan and budget for resources to support the implementation of the policy.

4.3.1 Education plans at the national, provincial, districts and school levels will include HIV/AIDS implementation strategies.

4.3.2 Priority will be given to HIV/AIDS support in the planning and budgeting process.

4.3.3 The national education system will advocate for adequate resources to support its implementation of the policy with Government, stakeholders and donor agencies.

4.3.4 All levels of the system and Government must work together to plan for and resource adequate infrastructure (eg. housing) to support teacher postings, particularly in remote areas.

3.4.5 All related government, legislative and ethical guidelines and policies, including Codes of Conduct, will be implemented.

Prioritised Activities	Organisation Responsible	Targets
<b>4.3. 1. Education plans at the national, provincial, districts and school levels will include HIV/AIDS implementation strategies.</b>		
i) Ensure that all PDoE annual Education Plans include relevant and appropriate activities in line with the National Education HIV/AIDS Implementation Plan 2007-2012 and the National HIV/AIDS Strategic Plan 2004-2008.	DoE/ PDoE	All PDoE annual Education Plans will include HIV/AIDS/STIs activities and will be distributed to schools and institutions by 11/08 onwards
ii) Schools and institutions (including TVET) develop an HIV/AIDS/STIs activity plans	Schools/ Inspectors/ BEDP/ ECBP/ agencies	All schools/colleges (Including TVET) develop annual activity plans (SLIP/TIP) from 06/07 onwards

<p><b>4.3.2. Priority will be given to HIV/AIDS support in the planning and budgeting process.</b></p>		
<p>i) In partnership with NACS and PACS, DoE to ensure regional training to support Provincial and District Administrators and Deputy Administrators to implement HIV/AIDS/STIs planning processes and budgeting.</p>	<p>DoE/ PDoE/ PACS/ PopED/ Inspectors</p>	<p>Need for partnership highlighted in regional/ provincial meetings from 05/07</p> <p>Partnerships developed between DoE, PDoE, NACS, PACS to promote priority support for planning and budgeting by 11/08</p>
<p>ii) Districts and LLGs to include education related components from the DoE Implementation Plan in Districts' and LLGs' budgets.</p>	<p>DoE / PDoE/ LLG/ NACS / PACS</p>	<p>Demonstrated inclusion of funding allocation in District and LLG budgets for education related activities by 12/10</p>
<p><b>4.3.3. The national education system will advocate for adequate resources to support its implementation of the policy with Government, stakeholders and donor agencies.</b></p>		
<p>i) DoE coordinates additional funding and procedures to support provincial initiatives including scheduled Regional information meetings (Refer: 4.3.2: i).</p>	<p>DoE / PDoE / NACS / NDoH/ donors.</p>	<p>Sufficient annual funding and coordination support is allocated to assist Provincial authorities with Implementation Plans and budgets.</p> <p>Budget planning from Strategy officer and coordinator from 02/08</p>
<p>ii) DoE, along with NDoH, NACS and other appropriate stakeholders, formulate a policy on the acquisition, distribution and delivery of ART (Refer: 4.4.3).</p>	<p>DoE/ TSC/ NACS/ NDoH/ donors</p>	<p>ART policy guidelines are developed and in place by 6/08.</p>
<p><b>4.3.4. All levels of the system and Government must work together to plan for and resource adequate infrastructure (eg. Housing) to support teacher postings, particularly in remote areas.</b></p>		
<p>i) DoE establishes and coordinates clear communication channels amongst national, provincial, district and LLG authorities and will liaise very closely with donors to support the coordination of infrastructure initiatives.</p>	<p>DoE/ PDoE/ donors/ EU/ ECBP</p>	<p>Demonstrated improvement of quantity and quality of teacher housing, especially in remote areas by 12/11.</p>

## KEY STRATEGIC AREA # 4: MANAGING EDUCATION'S RESPONSES TO HIV/AIDS

**Objective:** Management structures and systems will be in place and partnerships developed and sustained at all levels of the national education system to plan, implement and monitor quality education in the context of HIV/AIDS.

### Strategy 4.4 Partnership

The national education system will make deliberate efforts to establish, manage and sustain partnerships for the benefits of its responses to HIV/AIDS.

4.4.1 All levels of the national education system will recognise the roles and contributions of their sectoral and development partners and encourage them to participate in the implementation of this policy.

4.4.2 The DoE will work closely with the National AIDS Council Secretariat and other government and non-government organisations in support of the multi-sectoral responses to HIV/AIDS.

4.4.3 The national education system will establish links with appropriate referral facilities offering care, treatment, and support and counselling services.

Prioritised Activities	Organisation Responsible	Targets
<b>4.4. 1. All levels of the national education system will recognise the roles and contributions of their sectoral and development partners and encourage them to participate in the implementation of this policy.</b>		
i) As part of the response to HIV/AIDS/STIs within DoE and PDoE (Refer: 4.1.2: v), training will be conducted for all Education Officers on their requirement to be informed about and involved in the multi-sectoral response to HIV/AIDS/STIs and how to involve stakeholders.	DoE /PDoE /NACS/ Govt sectors / donors / multilateral agencies.	Senior Officers Conference and Inspectors conference in 05/07  Working with stakeholders follow up in 2010
<b>4.4.2 The DoE will work closely with the National AIDS Council Secretariat and other government and non-government organisations in support of the multi-sectoral responses to HIV/AIDS.</b>		
i) Establish clear guidelines to link with DoE, PDoE, NACS, PACS, bilateral and multilateral development partners (Refer: 4.3.4: 4.4.1.ii)	DoE / NACS / relevant agencies and donors/ ECBP	Regular NHCMG meetings scheduled and attended from 09/07. Reporting to Secretary and TMT.
<b>4.4.3. The national education system will establish links with appropriate referral facilities offering care, treatment, and support and counselling services.</b>		
DoE develops and distributes guidelines for all institutions on how to access referral facilities at provincial and district levels (Refer: 1.1.1: 4.3.3, 3.3.1, 2.2)	DoE/ NACS/ PACS/ Schools	Guidelines distributed with manuals (Refer 1.1.1)

**KEY STRATEGIC AREA # 4: MANAGING EDUCATION'S RESPONSES TO HIV/AIDS**

**Objective:** Management structures and systems will be in place and partnership developed and sustained at all levels of the national education system to plan, implement and monitor quality education in the context of HIV/AIDS.

**Strategy 4.5 Support for implementation**

Implementation of the policy will be supported by guidelines developed by DoE in consultation with provinces, districts, schools and colleges.

4.5.1 Guidelines will be developed for the implementation, resourcing and monitoring of the policy in schools and colleges.

4.5.2 Guidelines will be developed for the implementation, resourcing and monitoring of the policy in all DoE workplaces. As part of that, employees' employment and repatriation benefits will be reviewed and amended, as appropriate, to ensure there is no discrimination against staff affected by HIV/AIDS.

4.5.3 Guidelines will be developed for the implementation, resourcing and monitoring of the policy at provincial and district educational levels.

Prioritised Activities	Organisation Responsible	Targets
<b>4.5. 1. Guidelines will be developed for the implementation, resourcing and monitoring of the policy in schools and colleges.</b>		
i) Develop and distribute the National HIV/AIDS Implementation Plan 2007-2012 and distribute to all levels of educational institutions. Guidelines for each level of the education system to be produced and distributed to all schools after TMT approval	DoE/ ECBP	The National HIV/AIDS Implementation Plan 2007 2012 distributed to all educational institutions by 12/07. Guidelines approved and produced for all schools by TMT 06/07
<b>4.5.2. Guidelines will be developed for the implementation, resourcing and monitoring of the policy in all DoE workplaces. As part of that, employees' employment and repatriation benefits will be reviewed and amended, as appropriate, to ensure there is no discrimination against staff affected by HIV/AIDS.</b>		
i) Guidelines to be developed on workplace policy that encompass 4.5.2 (Refer 3.4)	DoE / TSC/ NACS	Guidelines distributed to all institutions by 12/07.
ii) Review and amend as appropriate all employee, employment and repatriation benefits in human resource policy (Refer: 3.4: 4.5.2:i)	DoE / TSC/ ECBP/ PNG Teachers Association	Benefits reviewed and adjusted by 05/08 at same time and then included in redrafted HR policy by 03/10
<b>4.5.3. Guidelines will be developed for the implementation, resourcing and monitoring of the policy at provincial and district educational levels</b>		
i) Refer 4.4: 4.5.1	PDoE	
<b>4.5.4. The guidelines will be distributed and supported by appropriate training and development for key personnel</b>		
i) Refer 1.1: 1.2: 2.1. 2.2.	DoE Organisational Development & Human Resources	

## KEY STRATEGIC AREA # 4: MANAGING EDUCATION'S REPOSES TO HIV/AIDS

**Objective:** Management structures and systems will be in place and partnership developed and sustained at all levels of the national education system to plan, implement and monitor quality education in the context of HIV/AIDS

### Strategy 4.6 Data collection and research

The review and development of the policy and its implementation strategies will be informed by best practice research to monitor impact trends and the effectiveness of the policy.

4.6.1 The DoE will facilitate the collection and analysis of information on HIV/AIDS and the national education system in partnership with relevant agencies.

4.6.2 The national education system will coordinate and collaborate with other stakeholders on research in areas of mutual interest.

4.6.3 All research will be conducted in accordance with internationally accepted ethical principles and will respect the rights, privacy and confidentiality of every person involved.

4.6.4 The DoE will disseminate and share the results of any research on a regular basis within the national education system and to all stakeholders.

Prioritised Activities	Organisation Responsible	Targets
<b>4.6. 1. The DoE will facilitate the collection and analysis of information on HIV/AIDS and the national education system in partnership with relevant agencies</b>		
i) In collaboration with NACS and relevant agencies, DoE will take a pro-active and gender inclusive stance on initiating relevant investigations into the multiple issues involved in HIV/AIDS/STIs and how they affect education; prioritise ongoing data collection on teacher attrition rates from HIV/AIDS.	DoE Research unit/ NACS / TSC/ UNAIDS/ research institutes/ ECBP  NHCMG	Baseline research on knowledge, skills and attitudes for teachers, inspectors, officers and students completed and reported by 03/08. Disseminated to partners.  TSC attrition research completed by 03/08 using indicators of attrition (e.g. repatriation, sick leave)  Sero surveillance and behavioural survey data for teacher and tertiary student population planned and decision made by 07/08  Follow up research as decided by NHCMG
ii) In order to overcome capacity deficits in research at DoE, DoE will seriously investigate collaborating with an established PNG research institution to conduct research related to HIV/AIDS/STIs (Refer: 4.3.4:ii)	DoE Research unit /NACS /research institutes	Feasibility analysis conducted and decision made by 10/07
<b>4.6.2. The national education system will coordinate and collaborate with other stakeholders on research in areas of mutual interest.</b>		
i) Refer: 4.6.1.		

<b>4.6.3. All research will be conducted in accordance with internationally accepted ethical principles and will respect the rights privacy and confidentiality of every person involved.</b>		
i) All research proposals to be vetted by a Research Ethics Committee - with whom links will be established by DoE (Refer: 4.6.1) as well as internal research committee rules	DoE Research unit/ research agency.	All research proposals vetted for ethics
<b>4.6.4. The DoE will disseminate and share the results of any research on a regular basis within the national education system and to all stakeholders.</b>		
i) Funding approval for research proposals should be contingent on achieving outcomes including publication and application of findings.	DoE.	Published research disseminated to relevant stakeholders.

#### KEY STRATEGIC AREA # 4: MANAGING EDUCATION'S REPONSES TO HIV/AIDS

**Objective:** Management structures and systems will be in place and partnership developed and sustained at all levels of the national education system to plan, implement and monitor quality education in the context of HIV/AIDS.

#### Strategy 4.7 Monitoring and Evaluation

Implementation of the policy will be monitored and evaluated and the information used for future planning, resource allocation and management.

4.7.1 All levels of the national education system will monitor and evaluate the implementation of the policy in partnership with relevant agencies.

4.7.2 Adequate resources will be allocated to support monitoring, research and evaluation activities.

4.7.3 All levels of the national education system will report on the implementation of the policy in their annual reports.

<b>Prioritised Activities</b>	<b>Organisation Responsible</b>	<b>Targets</b>
<b>4.7. 1. All levels of the national education system will monitor and evaluate the implementation of the policy in partnership with relevant agencies.</b>		
i) Develop and trial a Results Based Monitoring & Evaluation Framework that assists schools and institutions to research and which can be utilised effectively for DoE purposes.	DoE / Research Institution/ NACS/ Inspectors	A RBMEF is developed by 08/08 in a participatory workshop with stakeholders
ii) An external evaluation of the implementation process to be conducted at the end of year 2	DoE / External evaluation team/ ECBP/ NHCMG	Evaluation completed by 12/08.
<b>4.7.2. Adequate resources will be allocated to support monitoring, research and evaluation activities.</b>		
i) DoE will provide an adequate annual budget line to support research and M&E which may include sufficient budget allocation to contract the services of a PNG Research Institute.	DoE.	DoE allocates annual budget line to fund research and M&E from 01/08

<b>4.7.3. All levels of the national education system will report on the implementation of the policy in their annual reports.</b>		
i) Schools and colleges will report on activities conducted in their institutions; in depth impact analyses will be conducted through the auspices of the DoE and may not be a requirement of schools and smaller colleges.	DoE /PDoE/ schools / institutions/ NACS/ Inspectors	Develop reporting templates and process in conjunction with NACS/PACS by 08/08  100% of schools reports will provide descriptive reporting on activities through an agreed mechanism by 11/10 (e.g. SLIP, school review, NACS templates)

#### KEY STRATEGIC AREA # 4: MANAGING EDUCATION'S REPONSES TO HIV/AIDS

**Objective:** Management structures and systems will be in place and partnership developed and sustained at all levels of the national education system to plan, implement and monitor quality education in the context of HIV/AIDS.

##### Strategy 4.8 Policy implementation and review

This policy will be implemented across all levels of the national education system and be reviewed to ensure it remains relevant to the needs of the system.

4.8.1 All levels of the national education system will develop and enact their own implementation plans on HIV/AIDS that are consistent with this policy.

4.8.2 The policy will be reviewed and updated in five years time as part of the review of the National Education Plan 2005 – 2014.

Prioritised Activities	Organisation Responsible	Targets
<b>4.8. 1. All levels of the national education system will develop and enact their own implementation plans on HIV/AIDS that are consistent with this policy.</b>		
i) Provinces to develop and enact their implementation plans on HIV/AIDS/STIs that are consistent with the policy (Refer: 4.3.1: 4.3.2).	PDoE / DoE.	All PDoE annual Education Plans will include HIV/AIDS/STIs activities and will be distributed to schools and institutions by 11/08 onwards
<b>4.8.2. The policy will be reviewed and updated in five years time as part of the review of the National Education Plan 2005 – 2014.</b>		
i) Conduct a review in 2011 of the HIV/AIDS Policy; in 2012 conduct an evaluation of the HIV/AIDS Implementation Plan for the National Education System of Papua New Guinea.  2012 Develop 2013-2015 HIV/AIDS/STI Implementation Plan	DoE.	Review of HIV Policy completed and disseminated by 12/11 with all stakeholders involved. Review by DoE staff.  Evaluation of Plan TOR and external evaluation team selected by 06/11. Evaluation complete by 12/11. Includes follow up research to evaluate changes in behaviour, knowledge, skills and attitudes in teachers, officers, inspectors and students.

HIV/AIDS/STIs Implementation Plan 2007-2012 for the National Education System of Papua New Guinea

# Implementation timeline for activities & targets

Jan 07	Feb 07	Mar 07	April 07	May 07	June 07	July 07	Aug 07	Sept 07	Oct 07	Nov 07	Dec 07
	Feedback and editing of draft HIV/AIDS Plan PTC begin teaching new HIV & RSH course	CDD Life skills training for all writers	100% of schools received copies of HIV Policy	Launch of HIV/AIDS/STI Plan TVET officer HIV basic training 2008 Education theme approved by TMT Inspector and senior officer baseline survey TIP HIV/AIDS & Gender training guidelines TIP/SLIP includes HIV & Gender from here STIs included in all materials and communication Life skills & behaviour change in all materials Teaching & learning/planning issues in all materials	Lower Secondary PD syllabus published Implementation Guidelines approved by TMT Officers & teachers standard information pack complete Officers & teachers standard information pack distributed	DoE recruits HIV/AIDS strategy officer Implementation Guidelines distributed PopED peer education program complete Officers & teachers standard information pack distributed	Board of Studies Checklists complete TIP schools get HIV & Gender guidelines HIV Policy reduced size 5000 copies made	CDD audit of all curriculum materials Sec HIV/AIDS & life skills materials complete Media release for training providers PTC life skills training for PD trainers NHCMG established Sexual violence issues in TVET & Sec syllabus	NACS/DoE established regular relationship Standard training package workshop Secretary's Circular on ABC, condoms, rights Secretary's Letter to all training providers PTC HIV course evaluation M&E Decision made on collaboration with research institute	PopED UNFPA bid approved 2008-2012 PTC HIV course reprint and distribute DoE supported to add HIV to Ed Plans Primary HIV/AIDS & life skills materials complete PopED RSH materials complete	PopED trainers database established PTC All pre-service teachers trained from new Primary HIV/AIDS/STI textbook published 100% of boarding school students have anonymous access to m & f condoms 100% school staff have access to condoms TVET Launch of HIV/AIDS training materials ECBP DoE Review of enrolment policy 100% of schools, partners receive Implementation Plan and guidelines Elementary schools receive Eng and TP version of Teacher Pack 100% of primary and secondary pre-service trainees trained in HIV/AIDS
Jan 08	Feb 08	Mar 08	April 08	May 08	June 08	July 08	Aug 08	Sept 08	Oct 08	Nov 08	Dec 08
Education Year Theme is HIV/AIDS PDE sessions on health and safety and HR Budget allocation K150,000 (incl. M&E and research) PTCs teaching core module on HIV & RSH	Budget planning for HIV team begins	TVET HIV/AIDS/STI course materials distributed CDD Development of peer education criteria Media campaign begins M&E baseline survey for teachers and students Peer ed criteria for school based training	CDD HPS manual complete DoE/TSC Zero tolerance policy launched DoE Health and Safety guidelines complete 100% officers have access to condoms	TSC/PNGSTA Update code of conduct for teachers DoE/DoH school health worker workshop TMT approves Lvl 15 Coordinator 50% of schools receive training package (HIV/Life Skills/RSH) Primary radio broadcasts on HIV & RSH EU School Leadership training included Health and safety ART Policy guidelines established between DoE & DoH PopED has RSH team in place DoH/DoE referral forms distributed	Upper Secondary PD syllabus complete 50% of schools receive training package (HIV/Life Skills/RSH) Primary radio broadcasts on HIV & RSH EU School Leadership training included Health and safety ART Policy guidelines established between DoE & DoH PopED has RSH team in place DoH/DoE referral forms distributed	G&C Counselling course complete & approved M&E zero surveillance decision made CDD Gender Equity Manual complete	Primary HIV Club workshop Sexual harassment & abuse training package M&E framework established	CDD Primary/Sec TV programmes reviewed Fincorp Haus officer/staff basic HIV training complete DoE recruits a Lvl15 Coordinator Development of Primary HIV club program HIV Implementation Team established	TVET 100% teaching new HIV/AIDS course PTC Counselling course launched Primary/Sec VCD/DVD produced DoE Health and Safety guidelines to all schools	School health worker training program plan PDE Ed Plans include HIV/AIDS activities/links PEAs and Senior Inspectors active on PACES PTC HIV course reprint and distribute on PACES PTC Gender Equity course distributed	100% of elementary, primary BOM & P&C aware of Policy & syllabus 30% boarding institutions have a trained male and female counsellor Secondary HIV/AIDS/STI & RSH textbook approved PTC HPS compulsory module in Health 50% of schools receive training packs on HPS, human rights, workplace etc. DoE updated Enrolment Policy to all schools via Ministerial Statement Inspectors 100% trained 100% of elementary and TVET teacher trainees trained in HIV/AIDS M&E external evaluation of Implementation Plan complete Primary readers with HIV/AIDS themes published PopED has life skills & peer ed team in place PTC teaching core module in Gender Equity
Jan 09	Feb 09	Mar 09	April 09	May 09	June 09	July 09	Aug 09	Sept 09	Oct 09	Nov 09	Dec 09
Inspectorate whole school reviews including HIV & Gender from 2009 School health worker training program begins PDE sessions on care, support and counselling PTC distribution of Counselling & Guidance module PTC Gender Equity module distributed	PTC/trainers 100% have DVD/VCD				Sec TVET/tertiary 100% BOM/BOG aware of policy & syllabus 100% of school receive training pack for HIV & RSH & life skills 100% of primary/sec schools receive VCD/DVD 100% schools have referral forms			100% officers trained in HIV/AIDS/STIs PDE begin to establish HIV Coordinators		100% in-service teachers have received 1 week of training PTC HIV course reprint and distribute	PTC All using Counselling & Guidance Modules 100% of schools received training packs on HPS, human rights etc 100% of schools have clean safe male & female toilets Sexual harassment & abuse training complete for all staff 80% boarding institutions have a trained male and female counsellor 30% primary schools have a trained counsellor 50% sec schools have supported peer ed program 20% of GB primary schools have an HIV club 100% schools demonstrate support links in their SLIP
Jan 10	Feb 10	Mar 10	April 10	May 10	June 10	July 10	Aug 10	Sept 10	Oct 10	Nov 10	Dec 10
PDE sessions on working with stakeholders		HR Policy includes HIV/AIDS section			HR Policy updated and distributed all officers					M&E 100% schools reporting activities	TVET & tertiary 100% have peer ed manuals 100% of boarding institutions have clean safe ablution blocks Sec 100% of schools have a trained male and female counsellor 100% of school health workers have HIV/AIDS/STI training 100% of boarding students have access to male and female health worker 100% of Provincial Coordinators trained and active District & L.G. plans include funding for HIV education activities
Jan 11	Feb 11	Mar 11	April 11	May 11	June 11	July 11	Aug 11	Sept 11	Oct 11	Nov 11	Dec 11
M&E Review of 2005 HIV Policy begins					M&E External review of 2007-2012 Implementation Plan begins						Primary 100% schools have at least one trained counsellor 100% primary schools have a trained counsellor 2013 Writing of 2013-2015 HIV/AIDS/STI Implementation Plan begins 100% sec schools have supported peer ed program 100% TVET & tertiary institutions have supported peer ed program 100% of GB primary schools have an HIV club Demonstrated improvement of teacher housing stock