

**MBEYA UNIVERSITY OF SCIENCE AND TECHNOLOGY**



**HIV/AIDS AND NON-COMMUNICABLE DISEASES POLICY**

**JULY, 2022**

## **FOREWORD**

This Policy provides a framework for HIV/AIDS and Non-communicable diseases (NCDs) interventions at Mbeya University of Science and Technology (MUST). The Policy focuses on protecting MUST community members from HIV infection, promoting healthy life style to prevent NCDs and mitigate the impact of AIDS and NCDs.

The first MUST HIV and AIDS Policy was formulated in October 2018, over three years ago. The Policy effectively committed MUST Management and community in general to fight against the AIDS pandemic. However, there have been many developments in the AIDS pandemic since MUST HIV/AIDS Policy was first formulated. Furthermore, in recent years, cases of NCDs have been increasing at an alarming rate and the Government has directed that they should also be addressed alongside HIV/AIDS. The reviewed MUST HIV and AIDS Policy has therefore included the NCDs.

Against this background, the University Management directed the Office of Human Resources to review MUST HIV/AIDS Policy. The process entailed review of key documents and engaging consultations with a broad range of stakeholders within MUST, including the University Management, staff and students.

On behalf of the University, I wish to thank all stakeholders for their valuable contributions during the revision of the policy. Furthermore, I would like to take this opportunity to request the University Council, Management, Staff and Students and all well-wishers to generously extend their material and moral support during the implementation of the Policy.

Prof. Aloys N. Mvuma

**Vice Chancellor**

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## **LIST OF ABBREVIATIONS AND ACRONYMS**

AIDS	Acquired Immune Deficiency Syndrome
ARV	Antiretroviral
CD4	Cluster of Differentiation 4
DVCARC	Deputy Vice Chancellor Academic Research and Consultancy
DVCPFA	Deputy Vice Chancellor Planning Finance and Administration
HIV	Human Immune Deficiency Virus
ILO	International Labour Organization
MUST	Mbeya University of Science and Technology
NSGRP	National Strategy for Growth and Reduction of Poverty
NMSF	National Multi – sectoral Strategic Framework
STD	Sexual Transmitted Disease
VCT	Voluntary Counseling and Testing
MTP	Medium Term Plan
NACP	National AIDS Control Programme
NCDs	Non-Communicable Diseases
NMSF	National Multi-sectoral Strategic Framework
PMTCT	Prevention of Mother to Child Transmission
PO-PSM	President’s Office - Public Service Management
PLHIV	People Living with HIV

## **CHAPTER ONE**

### **BACKGROUND INFORMATION**

#### **1. INTRODUCTION**

The history of Mbeya University of Science and Technology dates back from 1986 when Mbeya Technical College (MTC) was established to offer Full Technician Certificate (FTC) programmes. In July 2005, MTC was transformed into a comprehensive multi-disciplinary Mbeya Institute of Science and Technology (MIST) by following the provision in the NACTE Act No. 1997. In 2012, MIST was again transformed to Mbeya University of Science and Technology through the Universities Act NO.7 of 2005 and the Mbeya University of Science and Technology Charter, 2013.

##### **1.1. MUST Vision**

The Vision of Mbeya University of Science and Technology is to become the leading centre of excellence for knowledge, skills and applied education in Science and Technology.

##### **1.2. MUST Mission**

The Mission of Mbeya University of Science and Technology is to develop academically, technologically and socially competent students, staff and other stakeholders who will be responsive to the broader needs and challenges of the society, specifically by:

- (i) Facilitating appropriate tuition, practical training and support according to the needs of students and other customers;
- (ii) Encouraging staff commitment to quality education and services including research, consultancy and innovation;
- (iii) Fostering lifelong learning, honesty and responsibility;
- (iv) Promoting an environment conducive to human development; and
- (v) Promoting effective entrepreneurship and usage of appropriate technology that meet national and international needs and standards through skills and practical oriented Training, Research and Consultancy.

### **1.3. Situation Analysis**

The situation analysis of HIV and AIDS at the University is quite revealing. Although HIV prevalence is relatively lower than the national average and indeed far below the prevalence rate for the Mbeya Region where MUST is situated, MUST population is quite at risk for HIV infection because there are many risk indicators that need attention in terms of intervention. Comprehensive knowledge about HIV and AIDS is very low, which is surprising given the high education level of the MUST community members. Although the attitudes towards HIV and AIDS are relatively positive, the HIV risk perception is quite low, which makes the majority of the members susceptible to HIV infection. It is also noted that sexual behaviors of students and staff are characteristically risky, as evidenced by high level of multiple sexual partnerships, low condom use and low HIV testing uptake. These risk situations potentially expose members of the MUST community to HIV infection.

The prevalence of hypertension and diabetes is significantly higher, generally, in which the main modifiable risk factors for NCDs are behavioral-unhealthy diet, low levels of physical activity, smoking and excessive alcohol intake, and subsequent biological risk factors such as raised blood pressure, raised blood glucose, obesity and raised cholesterol. There is need for interventions geared towards stepping up MUST responsiveness to HIV and AIDS and NCDs. The planned responses aim at enabling MUST community members know their status, receive sustainable treatment and eventually reduce mortality and morbidity.

### **1.4. Justification**

The main thrust for reviewing the University Policy into HIV/AIDS and NCDs Policy arises out of following factors:

- (i) Increasing of NCDs cases in recent years at an alarming rate;
- (ii) Implementing Government directive on addressing the NCDs alongside HIV/AIDS;
- (iii) The struggle against HIV/AIDS and NCDs requires acquisition of adequate knowledge of the disease by community members, adequate researches and consultancy as a key factor in the

establishment of latest developments for improved strategies;

- (iv) The fight against HIV/AIDS and NCDs requires committed management, an element which is abundant at the University.
- (v) It provides operational guidelines for implementations of various modalities in the entire process for condoning and managing the pandemic in a multi-discipline approach.

## **CHAPTER TWO**

### **POLICY BACKGROUND INFORMATION**

#### **2. INTRODUCTION**

The current version of MUST HIV/AIDS Policy was formulated in October 2018, almost three years ago. This Policy effectively committed MUST management and community in general to the fight against the AIDS pandemic. As part of the monitoring and evaluation framework, the Policy was envisaged to be reviewed after every three years. It is, therefore, long overdue and thus the Policy should be reviewed to address contemporary issues in HIV and AIDS interventions.

Additionally, there have been many developments in the AIDS pandemic since the MUST HIV and AIDS Policy was first issued. Furthermore, in recent years, cases of NCDs have been increasing at an alarming rate and the Government has directed that they should also be addressed alongside HIV and AIDS. The review of this policy is, therefore to include NCDs as part of the Policy.

##### **2.1. Policy Vision**

To reduce new HIV infections, prevalence of NCD's and mitigate their impact at MUST society.

##### **2.2. Policy Mission**

To provide a healthy MUST community and enabling environment for members to have adequate access to HIV/AIDS and NCDs services through appropriate support systems using qualified health service providers and state-of-the-art techniques and technologies.

##### **2.3. Goal**

This Policy provides a framework for HIV/AIDS and NCDs interventions at Mbeya University of Science and Technology focusing on protecting MUST community members from HIV infection, promoting a healthy life style to prevent NCDs and mitigate the impact of AIDS and NCDs.



## **2.4. Objectives**

The Policy is envisaged to achieve the following objectives:

- (i) Protect students, staff and other MUST community members against HIV infection and NCDs;
- (ii) Provide access to appropriate treatment, care and support for students, staff and other MUST community members living with and affected by HIV/AIDS and NCDs;
- (iii) Offer safe, secure and peaceful environment for students, staff and other MUST community members living with and affected by HIV/AIDS and NCDs; and
- (iv) Enable mitigation of the impact of HIV/AIDS and NCDs among the University community.

## **2.5. Policy Philosophy**

- (i) Combating mortality from HIV/AIDS and NCDs among MUST members;
- (ii) Accelerating action against HIV/AIDS and NCDs risk factors; and
- (iii) Strengthening MUST health system responses to HIV/AIDS and NCDs.

## **2.6. Policy Scope**

This Policy applies to all MUST campuses and covers issues of HIV/AIDS and NCDs to MUST staff and students.

## **CHAPTER THREE**

### **POLICY ISSUES, STATEMENTS AND STRATEGIES**

#### **3. INTRODUCTION**

The policy issues, statements and strategies are guided by the fourth National Multi-sectoral Strategic Framework for HIV and AIDS (2018/2019-2022/2023) and Tanzania NCD Strategic Plan 2016-2020. Policy issues include combined prevention of HIV and NCDs, treatment, care and support services, enabling environment, impact mitigation, employment of staff and students' admission. It also entails confidentiality and disclosure, research, obligations and responsibility of staff and students and mobilization of resources.

##### **3.1. Policy Issues No.1: Combined HIV/AIDS and NCDs Prevention**

Evidence shows that members of MUST community are susceptible to risky sexual behaviors that potentially make them vulnerable to HIV infection and other sexual health problems. This is attested in low HIV and AIDS comprehensive knowledge, high level of sexual partners, poor condom use and low HIV testing uptake. Additionally, in recent years, the rate of NCDs has been increasing at an alarming rate in Tanzania, as well as at MUST. Mbeya University of Science and Technology shall continue to set up appropriate prevention education programmes and activities aimed at protecting its community members against HIV infection and NCDs.

##### **3.1.1. Statements**

- (i) Enhance HIV/AIDS and NCDs prevention and early detection through provision of current and accurate information to staff, students and neighboring community;
- (ii) Reduce or eliminate misconceptions and misinformation about HIV/AIDS and NCDs;
- (iii) Integrate HIV/AIDS and NCDs services into MUST health care system and make them accessible, available and affordable;
- (iv) Eliminate Mother to Child Transmission of HIV (PMTCT) services through the UHC by integrating counselling and testing in the

antenatal care services;

- (v) Enhance early detection of NCD risk factors by carrying out regular assessment of risk factors related to NCDs, including screening for body mass index (BMI), blood sugar, lipids, blood pressure, hormonal profile for cancer screening;
- (vi) Strengthen laboratory services for HIV/AIDS and NCDs testing and diagnosis (through HIV blood screening for HIV anti-bodies, hepatitis and syphilis for people donating blood and cardiovascular disease (CVD) screening), and
- (vii) Enhance the capacity of MUST health workers for HIV/AIDS and NCDs management.

### **3.1.2. Strategies**

- (i) Provide access to essential and necessary HIV preventive measures such as condoms and post exposure prophylaxis services;
- (ii) Create MUST community awareness, advocacy and communication on HIV/AIDS and NCDs risk factors;
- (iii) Increase MUST staff and students' participation in HIV/AIDS and NCDs awareness campaigns;
- (iv) Improve MUST participation in international and national calendar days and other relevant commemoration days for the purpose of raising awareness on HIV/ AIDS and NCDs;
- (v) Promote healthy life style to the MUST community members through physical exercises and healthy dieting, and
- (vi) Provide appropriate post-exposure prophylaxis to staff and students in need after being exposed to risky environment.

### **3.2. Policy Issues No.2: Treatment, Care and Support Services**

Treatment, care and support services are essential in promoting the wellbeing for staff and students living with and affected by HIV/AIDS and NCDs so as to ensure they continue to productively contribute to University mission.

### **3.2.1. Statements**

- (i) Undertake vigorous HIV/AIDS and NCDs testing campaigns so that all members become aware of their status and start receiving appropriate treatment.
- (ii) Ensure that the University Health Centre is adequately equipped to provide treatment, care and other supportive services for staff and students affected by HIV/AIDS and NCDs.
- (iii) Ensure that there is an adequate referral and linkage system with other appropriate health care facilities and institutions.
- (iv) Facilitate the setting up of support groups for staff and students living with and affected by HIV /AIDS and NCDs.

### **3.2.2. Strategies**

- (i) Provide, via MUST dispensary, a wide range of clinical and psychosocial services related to HIV/AIDS and NCDs, including, but not limited to, counselling, testing, treatment and care services.
- (ii) Allocate a budget for treatment, care and support for staff, students and people living with HIV /AIDS.

## **3.3. Policy Issues No.3: Enabling Environment**

For sustainability purposes, HIV/AIDS and NCDs programmes and activities need to be mainstreamed within the institutional strategic framework.

### **3.3.1. Statement**

- (i) Ensure safe, secure and peaceful learning and working environment for people living with and affected by HIV/AIDS and NCDs that is free from prejudice, discrimination and stigma.
- (ii) Ensure that HIV/AIDS and NCDs programmes and activities are mainstreamed in the core business of the University; and
- (iii) Provide appropriate support to academic departments to mainstream and integrate HIV and AIDS and NCDs issues in the curricula.

### **3.3.2. Strategies**

- (i) Continue to demonstrate leadership and commitment in preventing and mitigating the impact of HIV/AIDS and NCDs.
- (ii) Mainstream HIV/AIDS and NCDs programmes and activities in the core business of the University.
- (iii) Integrate HIV and AIDS and NCDs issue in the curricula.
- (iv) Sustain a coordination system to address HIV/AIDS and NCDs prevention and control at all levels.

### **3.4. Policy Issues No.4 Impact Mitigation**

People living with and affected by HIV/AIDS and NCDs can and should continue to serve their families and employers and thus deserve adequate support and care. It is, therefore, important that MUST develops an effective support system that is capable of continually and sustainably developing and monitoring MUST capacity in responding to the needs of staff and students living with and affected by HIV and AIDS and NCDs.

#### **3.4.1. Statements**

- (i) Ensure adequate allocation of funds within its budget to HIV/AIDS and NCDs interventions programmes and activities as per Medium-Term Expenditure Framework (MTEF);
- (ii) Ensure adequate human and infrastructural resources for the management of HIV/AIDS and NCDs programmes and activities;
- (iii) Ensure that the affected University community members with HIV and NCDs participate in mitigating the impact of HIV and NCDs, and
- (iv) Ensure that People living with HIV and other stakeholders are empowered to respond effectively to People living with HIV needs and rights, taking into account the different situations and needs of women and men.

### **3.4.2. Statements**

- (i) Ensure adequate allocation of funds within its budget to HIV/AIDS and NCDs interventions programmes and activities as per Medium-Term Expenditure Framework (MTEF);
- (ii) Ensure adequate human and infrastructural resources for the management of HIV/AIDS and NCDs programmes and activities;
- (iii) Ensure that the affected University community members with HIV and NCDs participate in mitigating the impact of HIV and NCDs, and
- (iv) Ensure that People living with HIV and other stakeholders are empowered to respond effectively to People living with HIV needs and rights, taking into account the different situations and needs of women and men.

### **3.4.3. Strategies**

- (i) Continue implementing National guidelines and circulars on prevention of HIV/AIDS and NCDs at workplaces;
- (ii) Allocate funds within its budget to HIV/AIDS and NCDs interventions programmes, and
- (iii) Deploy human and infrastructural resources for the management of HIV/AIDS and NCDs programmes.

## **3.5. Policy Issues No.5 Employment of Staff**

People living with and affected by HIV and AIDS have the right to employment without prejudice, discrimination and stigma on the basis of their HIV status.

### **3.5.1. Statements**

- (i) Not consider the HIV or NCDs status of a prospective employee as an adverse consideration for selection into an employment position at MUST;
- (ii) Not dismiss, deny benefits or discontinue the employment of any member of staff on the basis of their HIV or NCDs status;
- (iii) Encourage students, staff and their families to undergo voluntary confidential counselling and testing for the purpose of providing evidence-based information for monitoring and assessing the impact

of university and national wide HIV/AIDS and NCDs interventions, and

- (iv) Not consider the HIV or NCDs status of staff when offering opportunities for staff training and development, handling of promotions and awarding other employment benefits.

### **3.5.2. Strategies**

- (i) Continue implementing appropriate Standing Orders and employment regulations and legal frameworks for members of staff living with HIV and AIDS for all who become medically unfit to continue serving in their positions, and
- (ii) Provide guidance to students, staff and their families to undergo voluntary confidential counselling and testing.

### **3.6. Policy Issues No.6: Students Admission**

Mbeya University of Science and Technology promotes equal access to university education to all qualified candidates seeking admission into various academic programmes.

#### **3.6.1. Statements**

- (i) Not to consider HIV/AIDS and NCDs for determination of admission or readmission into academic programmes, nor shall the status be a ground for discontinuation from studies;
- (ii) Not to consider HIV/AIDS and NCDs status for the award of financial aid or other benefits to students;
- (iii) Enforce appropriate regulations for students living with HIV/AIDS and NCDs who fail to continue with their studies on medical grounds, and
- (iv) Encourage students living with and affected by HIV/AIDS and NCDs to attend classes and other academic and social programmes and abide by all university regulations and rules. AIDS-related illnesses shall be considered under the procedures and regulations guiding medical conditions for students at Mbeya University of Science and Technology

### **3.6.2. Strategies**

- (i) Enroll students regardless of their HIV/ AIDS and NCDs status and provide equal academic opportunities to prospective candidates regardless of his/her HIV status in accordance to the law of land; and
- (ii) Adhere to the procedures and regulations guiding medical conditions for students at MUST for AIDS related illnesses.

### **3.7. Policy Issues No.7: Confidentiality and Disclosure**

Mbeya University of Science and Technology values and promotes confidentiality in dealing with issues related to HIV/AIDS and NCDS.

#### **3.7.1. Statements**

- (i) Avoid requiring staff and students to disclose their HIV/AIDS or NCDs status unless required by law, but shall treat any disclosure in strict confidence while maintaining zero tolerance to prejudice, discrimination and stigma for members volunteering to disclose their HIV/AIDS or NCDs status;
- (ii) Ensure confidentiality if and when a student or member of staff decides to disclose his or her HIV and NCDs status; such information shall not be disclosed to a third party, including management or supervisors, without the written consent of the individual disclosing such information;
- (iii) Promote and encourage shared confidentiality for the purpose of facilitating necessary assistance for staff and students living with HIV/ AIDS and NCDs, and
- (iv) Deal effectively with any breach of confidentiality in HIV and NCDs status in accordance with the UDSM appropriate disciplinary regulations and the country's appropriate legal remedies.

#### **3.7.2. Strategies**

- (i) Observe confidentiality in the handling of all medical information and documents, particularly the identity and status of a staff or student living with HIV/AIDS and NCDs, and
- (ii) Take appropriate MUST and countries disciplinary measures in case of breach of confidentiality in HIV/AIDS and NCDs status.



### **3.8. Policy Issues No.8 Research**

The University believes in evidence-based information as a tool necessary in planning for effective HIV/AIDS and NCDs interventions.

#### **3.8.1. Statements**

- (i) Promote and facilitate empirical and operation research on HIV/AIDS and NCDs for all its academic units;
- (ii) Apply and/or develop appropriate policy guidelines to guide research on HIV/AIDS and NCDs research by members of staff and students at MUST;
- (iii) Examine the current HIV/AIDS and NCDs institutional framework with a view to institutionalizing it more effectively into MUST organizational framework, and
- (iv) Undertake both behavioral and biomedical research for the purpose of planning, monitoring and evaluating HIV/AIDS and NCD interventions.

#### **3.8.2. Strategy**

Plan, monitor and evaluate all research and interventions related to HIV/AIDS and NCDs conducted at MUST campuses after being cleared by the respective government organs.

### **3.9. Policy Issues No.9: Obligations and Responsibilities of Staff and Students**

Students, staff and other members of MUST community have the responsibility to protect themselves and others against HIV/AIDS infection.

#### **3.9.1. Statements**

- (i) Require all members of MUST community to be informed about and equipped with important aspects of HIV/AIDS and NCDs, including prevention, care and support and impact mitigation, and
- (ii) Require all staff and students to perform their assigned duties normally, unless justified for exemption on medical grounds by competent authority. The HIV positive status shall not be an excuse for absence from scheduled duties, unless exempted from such

duties on medical grounds by competent authority.

### **3.9.2. Strategy**

Ensure that all members of MUST community living with or affected by HIV and AIDS behave in a manner that does not pose any risk of infection to others. Such members are obliged to seek appropriate support that will ensure they remain healthy and productive as far as possible.

### **3.10. Policy Issues No.10: Resource Mobilization**

Effective prevention and management of HIV/AIDS and NCDs requires adequate funding.

#### **3.10.1. Statements**

- (i) Expand the scope of sources of financial support for HIV/AIDS and NCD services;
- (ii) Diversify sources of financial resources for HIV/AIDS and NCD services;
- (iii) Locate specific funding line for HIV/AIDS and NCDs in its budget according to MTEF, and
- (iv) Actively mobilize financial resources from internal and external sources for HIV/AIDS and NCDs interventions programmes and activities.

#### **3.10.2. Strategy**

Develop and diversify long-term financial sustainability strategy for implementation of HIV /AIDS and NCDs intervention activities.

## **CHAPTER FOUR**

### **POLICY COMMUNICATION AND IMPLEMENTATION**

#### **4. INTRODUCTION**

The overall responsibility of implementing this Policy lies with a University-wide HIV/AIDS and NCDs Subcommittee, HIV/AIDS Coordinator and Peer Educators.

#### **4.1. HIV/AIDS and NCDs Subcommittee**

(i) Vice Chancellor	Chairperson
(ii) Director of Administration Human Resource Management	Secretary
(iii) Director of Planning & Investments	Member
(iv) Director of Finance	Member
(v) Director of Students Services	Member
(vi) HIV/AIDS Coordinator	Member
(vii) Representative of staff living with HIV/AIDS and NCDs	Member
(viii) Representative of students living with HIV/AIDS and NCDs	Member
(ix) Representatives from Trade Unions	Member
(x) Two students representatives (male and female)	Member
(xi) Medical officer in-charge	Member

#### **4.1.1. Key Responsibilities of HIV/AIDS and NCDs Subcommittee**

- (i) To receive and discuss annual action plan on HIV/AIDS and NCDs issues at the University;
- (ii) To meet quarterly to discuss the implementation of action plan;
- (iii) To enhance capacity building to HIV/AIDS and NCDs coordinator;
- (iv) Coordinating the HIV/AIDS and NCDs education and training programmes to employees and students at the work place;
- (v) To receive and discuss the implementation of HIV/AIDS and NCDs activities in each quarter from the HIV/AIDS coordinator; and
- (vi) To plan and soliciting financial resources (funds) to finance the implementation of HIV/AIDS and NCDs activities at the work place.

#### **4.2. HIV/AIDS and NCDs Coordinator**

There shall be HIV/AIDS and NCDs coordinator to coordinate HIV/AIDS and

NCDs issues to the University who shall be appointed by the Vice Chancellor.

#### **4.2.1. Key Responsibilities of HIV/AIDS and NCDs Coordinator**

- (i) Prepare annual HIV/AIDS and NCDs action plan in collaboration with HIV/AIDS Committee;
- (ii) Supervise and coordinate the implementation of HIV/AIDS and NCDs issues at work place;
- (iii) Collect, analyze and store HIV/AIDS and NCDs statistics at work place;
- (iv) Prepare implementation report of HIV/AIDS and NCDs activities and submit to the HIV/AIDS subcommittee meeting; and
- (v) In collaboration with HIV/AIDS and NCDs subcommittee, to ensure availability of peer educators for delivery of education and training on HIV/AIDS and NCDs to staff and students.

#### **4.3. Peer Educators**

Mbeya University of Science and Technology recognizes the importance of peer education at work place as far as HIV/AIDS and NCDs issues is concerned; hence there shall be peer education at the University being coordinated by Peer Educators.

##### **4.3.1. Key Responsibilities of Peer Educator**

The following shall be the responsibilities of Peer Educator:

- (i) Sensitizing staff and students on their involvement in HIV/AIDS and NCDs issues at the University;
- (ii) Soliciting and distributing HIV/AIDS and NCDs information to the group;
- (iii) Reporting to the peer educators meeting on HIV/AIDS and NCDs activities carried out at the University; and
- (iv) Conducting training on HIV/AIDS and NCDs issues to his/her peer group.

## **CHAPTER FIVE**

### **MONITORING AND EVALUATION**

#### **4.4. Monitoring**

The monitoring of HIV/AIDS and NCDs programmes intervention shall be carried out from time to time by involving staff and students in each peer group, its therefore the responsibility of the Management to monitor HIV/AIDS activities.

Monitoring of HIV/AIDS and NCDs provides the basis for assessing results against desired levels of performance. The HIV/AIDS and NCDs Subcommittee shall develop short and long term strategic implementation plan to guide HIV/AIDS and NCDs interventions programmes and activities at each campus.

#### **4.5. Evaluation**

In order to track the impact of HIV/AIDS and NCDs as well as the impact of interventions, each respective implementing unit shall produce quarterly and annual reports to the HIV/AIDS and NCDs Coordinator.

HIV/AIDS and NDCs activities shall be evaluated on short and long term where in each end of the year the University shall evaluate the implementation of HIV/AIDS and NDCs activities and its reports shall be used in improving HIV/AIDS and NDCs action plan in following years.

#### **4.6. Policy Review and Amendments**

This Policy will be reviewed three years or as soon as deemed necessary, for changes and improvements, which may be needed as a result of new medical developments, new policies relating to HIV/AIDS and NCDs and new legislation.

## **REFERENCES**

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Tanzania Commission for AIDS (2011). Tanzania National Multi-sectoral HIV and AIDS Monitoring and Evaluation Plan 2010-2012.

United Republic of Tanzania (2014): Guideline on Prevention of HIV/AIDS and Chronic Non-Communicable Diseases at Work Place in Public Sector.

University of Dar es Salaam (2020) HIV/AIDS Policy.

**APPROVAL**

According to the 34<sup>th</sup> Council Meeting of Mbeya University of Science and Technology (MUST) held on 31<sup>st</sup> August 2022, the HIV/AIDS and NCDs Policy has been read and approved.

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Hon. Zakia Hamdani Meghji  
**Chairperson**

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**Date**

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Adv. Lugano Mwakilasa  
**Secretary**

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**Date**