

Safety for Small Business

Bloodborne Pathogens



0206



Bloodborne Pathogens: Summary of Key Provisions

WHAT ARE BLOODBORNE PATHOGENS?

Bloodborne pathogens are micro-organisms that can cause disease when transmitted from an infected individual to another individual through **blood and certain body fluids**. They are capable of causing serious illness and death. The most common illnesses are Hepatitis B (HBV) and Acquired Immunodeficiency Syndrome (AIDS).

WHAT IS THE INTENT OF THIS TRAINING MODULE?

The intent of this training module is to offer employers and employees assistance in understanding the Oregon Occupational Safety and Health Division (OR-OSHA) requirements for exposure to Hepatitis B Virus (HBV) and Human Immunodeficiency Virus (HIV) and other bloodborne pathogens.

Acquired Immunodeficiency Syndrome (AIDS) and Hepatitis B merit serious concern for workers occupationally exposed to blood, other potentially infectious materials, and certain other body fluids that contain bloodborne pathogens such as HIV and HBV.

WHO IS COVERED BY THE STANDARD?

Workers in health care and public safety occupations could be potentially exposed to these viruses. These workers include, but are not limited to, physicians, dentists, dental employees, phlebotomists, nurses, morticians, paramedics, medical examiners, laboratory and blood bank technologists and technicians, housekeeping personnel in health care institutions, laundry workers, employees in long-term care facilities, and home care workers. Other workers who may be occupationally exposed to blood or other potentially infectious materials, depending on their work assignments, include research laboratory workers and public safety personnel. In other words, OR-OSHA's rule applies to **all persons occupationally exposed to blood or other potentially infectious materials**. Blood means human blood, blood products, or blood components..

HOW DOES AN EMPLOYEE BECOME EXPOSED?

Exposure to bloodborne pathogens may occur in many ways. Although **needlestick** injuries are the most common means of exposure for health care workers, bloodborne pathogens can also be transmitted through contact with many **body fluids, mucous membranes** and non-intact skin. Other infectious materials

WHAT DOES THE EMPLOYER HAVE TO DO FIRST?

The standard requires employers to evaluate each job task and procedure to determine which employees may be expected to incur occupational exposures to blood or other potentially infectious materials. The exposure determination is made, without regard to the use of personal protective equipment (PPE). Employees are considered to be exposed **even if they wear PPE**. If Oregon OSHA determines, on a case-by-case bases,

This material, or any other material used to inform employers of safety and health issues or of compliance requirements of Oregon OSHA standards through simplification of the regulations should not be considered a substitute for any provisions of the Oregon Safe Employment Act or for any standards issued by Oregon OSHA. Completion of the enclosed materials does not ensure full compliance with Oregon OSHA standards.

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That sufficient evidence exists of reasonably anticipated exposure, the employer will be held responsible for providing the protections of OAR 437-02-1910.1030 to the employees with occupational exposure.

The standard requires the employer to develop a written exposure control plan, to identify workers with occupational exposure to blood and other potentially infectious material and to specify the methods of protecting and training the employees. The basics of our Bloodborne Pathogens Exposure Control Plan are as follows:

BLOODBORNE PATHOGENS EXPOSURE CONTROL PLAN

We, the management staff are committed to the prevention of incidents or happenings which result in employee injury and illness: and to comply with the Oregon OSHA Bloodborne Pathogens Standard, Oregon Administrative Rule (OAR) 437-02-1910.1030; and through this written exposure control plan share assigned responsibility to ensure performance under that responsibility; and hereby adopt this exposure control plan as an element of our companies Safety and Health Program.

A. PURPOSE

The purpose of this exposure control plan is to:

1. Eliminate or minimize employee occupational exposure to blood or other body fluids;
2. Identify employees occupationally exposed to blood or other potentially infectious materials while performing their regular job duties.
3. To provide employees exposed to blood and OPIM information and training. A copy of this plan is made available to all employees.
4. Comply with OR-OSHA Bloodborne Pathogen Standard, (OAR) 437-02-1910.1030

B. EXPOSURE DETERMINATION

The employer has performed an exposure determination for all common job classifications which may be expected to incur occupational exposures to blood or other potentially infectious materials. This exposure determination is made without regard to use of PPE. A list of the job classification in this category will be provided at the time of initial training and upon request. In addition, a list of job classifications in which **some** employees may have occupational exposure will be provided.

C. COMPLIANCE METHODS

1. Universal Precautions:

“**Universal precautions**” recognizes all body fluids as though they are infected with bloodborne pathogens. This method of infection control requires the employer and employee to assume that all human blood and specified human body fluids are infectious for HIV, HBV, and other bloodborne pathogens. Where differentiation of types of body fluids is difficult or impossible, all body fluids are to be considered potentially infectious.

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2. Engineering Controls and Work Practices:

Engineering and work practice controls will be used by all employees to eliminate or minimize occupational exposures at this facility. A list of all controls necessary and practical to protect employees will be provided at initial training and upon request.

3. Personal Protective Equipment (PPE):

The employer is assigned the responsibility to ensure and issue appropriate readily accessible PPE, without cost, to employees. Hypoallergenic glove, glove liners, powderless gloves, or other similar alternatives shall be readily accessible to those employees who are allergic to the gloves normally provided. (see section (d) (3) of the BBP Standard)

A list of all PPE provided to the employees will be provided at initial training and upon request.

All PPE will be removed prior to leaving the work area.

All PPE will be cleaned, laundered, and disposed of by the employer at no cost to the employee.

PPE, when removed, will be placed in the **designated area** for storage, washing, decontamination and disposal.

4. Housekeeping:

This facility will be cleaned and decontaminated on an “as needed” basis. Anytime that cleaning and/or decontamination has been deemed necessary and can be scheduled, the schedule listing the areas, schedule and procedures will be posted. If it is determined that the cleaning and decontamination must be done immediately, the employer will ensure that those involved in the cleaning and decontamination are trained in the necessary precautions and procedures. (see section (d) (4) of the BBP Standard)

Products registered by the Environmental Protection Agency (EPA) as a tuberculocidal disinfectant are effective disinfectants in cleanup of contaminated items or surfaces.

A solution of 5.25 percent sodium hypochlorite (**household bleach**) diluted between 1:10 and 1:100 with water and prepared daily is also acceptable for cleanup of contaminated items or surfaces.

5. Contaminated laundry:

Contaminated laundry will be cleaned by the employer and in accordance with the Standard section (d) (3) (iv). This procedure is intended to reduce employee exposure to bloodborne pathogens by reducing the amount of manual handling of contaminated laundry. This procedure will include the following: Laundry that has been soiled with blood or other potentially infectious materials must be handled as little as possible and placed in bags or containers where it is removed. The bags or containers in which it is placed and transported must prevent leakage and either be red or labeled with the biohazard symbol. Protective gloves and other appropriate PPE must be worn when handling contaminated laundry.

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6. Regulated Waste:

Regulated waste is defines as:

- * Blood in liquid or semi-liquid form, or other potentially infectious materials, including saliva in dental procedures;
- * Items that would release blood or other potentially infectious materials if compressed;
- * Contaminated sharps;
- * Pathological and microbiological waste containing blood or other potentially infectious materials; and
- * Items that are caked with dried blood or other potentially infectious materials and have the ability to release these materials while being handled.

Special handling procedures:

- * **Contaminated** sharps must be disposed of in approved containers.
- * Other regulated waste must be placed in properly labeled and/or red bags constructed to contain all contents and prevent leakage. The bags or containers must be closed prior to removal. If the bag leaks or becomes contaminated on the outside, it must be placed in a second labeled and/or red bag or container.

Requirements governing biohazardous or regulated waste other than Oregon OSHA

- * The rule requires disposal of regulated waste be in accordance with state, local, or federal waste disposal standards. The Oregon State Health Division regulates storage and collection;
- * The Department of Transportation regulates transportation; and the Department of Environmental Quality regulates disposal of biohazardous wastes.

The employer is responsible to ensure that compliance with all state, local and federal standards.

7. Hepatitis B Vaccine and Post-Exposure Evaluation and Follow-up:

Hepatitis B vaccination

The employer will offer at no cost to exposed employees the Hepatitis B vaccine and vaccination series, and the post exposure follow-up to those who have had an exposure incident within 10 working days after receiving the initial job assignment. (see section (f) (1 & 2) of the standard.

The employer will ensure that all medical evaluations and procedures including the Hepatitis B vaccine and vaccination series and post exposure follow-up, including prophylaxis are:

- * Made available at no charge to the employee at a reasonable place and time.;
- * Performed by a licensed healthcare professional according to the recommendations of the Center for Disease Control (CDC).

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Post Exposure evaluation and Follow-up

When an employee has an exposure incident, it will be reported to the **employer**.

Following a reported exposure incident, the exposed employee will immediately receive a confidential medical evaluation including the elements found in (f) (3) (ii) and (f) (e) (iii) of the standard.

All employees who incur an exposure incident will be offered post-exposure evaluation and follow-up in accordance with the standard.

Information Provided to the Healthcare Professional

The employer will ensure that the healthcare professional responsible for the employee's hepatitis B vaccination is provided with the required information from (f) (4) (ii) of the standard.

Healthcare Professional's Written Opinion

The employer will obtain and provide the employee with a copy of the evaluating healthcare professional's written opinion within 15 days of the completion of the evaluation.

The healthcare professional's written opinion for HBV vaccination will be limited to whether HBV is indicated for an employee, and if the employee has received such vaccination.

The healthcare professional's written opinion for post exposure follow-up will be limited to the information required in (f) (5) (ii) of the standard.

8. Labels and Signs:

The employer will ensure biohazard labels (fluorescent orange or orange-red, containing the biohazard symbol and the word BIOHAZARD in a contrasting color) are on each container of regulated waste, refrigerators and freezers containing blood and other potentially infectious materials, and to other containers used to store, transport, or ship blood or other potentially infectious materials. These labels may be attached to each object by string, wire, adhesive, or another method to prevent loss or unintentional removal of the label. (see section (g) of the standard)

9. Information and Training:

The employer will ensure that training is provided at the time of initial assignment to tasks where occupational exposure may occur, and that it shall be repeated within 12 months of the previous training. The training program will be tailored to the education and language level of the employee, and offered during the normal work shift. The training will contain the information required in (g) (2) (ii) of the standard.

Additional training will be given to employees when there are any changes of tasks or procedures affecting the employee's occupational exposure.

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10. Recordkeeping:

The employer is responsible for maintaining medical records as indicated in section (h) (1) (ii) of the standard. These records will be kept in a secured file in the employers office.

11. Training Records:

The employer is responsible for maintaining the training records in accordance with section (h) (2) (i) of the standard. These records will be kept in a secured file in the employers office.

All employee records will be made available to the employee.

D. EVALUATION AND REVIEW:

The employer is responsible for annually reviewing this program, its effectiveness, and for updating as needed.

Adopted this day _____ if 20____, by _____
(owner or employer representative)

Bloodborne Pathogens: Occupational Exposure Job Classifications

The following is a list of job classifications in which may be expected to incur occupational exposures to blood or other potentially infectious materials.

Job Classifications

The following is a list of job classifications in which some employees may have occupational exposures.

Job Classification

Task/Procedure

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Prepared By: _____ Date: _____

Bloodborne Pathogens: Personal Protective Equipment List

The following PPE will be provided, by the employer, at not cost to employees

Description	When & Where to be used
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Body Protection:	

Gloves and Masks:	

Eye Protection:	

Special PPE:	

Prepared By: _____ Date: _____

Bloodborne Pathogens: Engineering and Work Practices Control List

Engineering controls:

- a. Contaminated disposable sharps: _____

- b. _____

- c. _____

- d. _____

- e. _____

Work practices:

- a. Hand washing procedures: _____

- b. Eyes and mucous membranes flush procedures: _____

- c. Eating, drinking restrictions: _____

- d. _____

- e. _____

Prepared By: _____ Date: _____

Bloodborne Pathogens

Quick Quiz

1. Bloodborne pathogens are micro-organisms that can cause disease when transmitted from an infected individual to another individual through _____ and certain _____.
2. OR-OSHA's rule applies to _____.
3. Although _____ injuries are the most common means of exposure for health care workers, bloodborne pathogens can also be transmitted through contact with many _____, _____ and non-intact skin.
4. Employees are considered to be exposed even if they wear _____.
5. "_____ " recognizes all body fluids as though they are infected with bloodborne pathogens.
6. PPE, when removed, will be place in the _____ for storage, washing, decontamination and disposal.
7. A solution of 5.25 percent sodium hypochlorite (_____) diluted between 1:10 and 1:100 with water and prepared daily is also acceptable for cleanup of contaminated items or surfaces.
8. _____ sharps must be disposed of in approved containers.
9. When an employee has an exposure incident, it will be reported to the _____.
10. The employer will ensure that training is provided at the time of _____ to tasks where occupational exposure may occur, and that it shall be repeated within 12 months of the _____ training.