

BLOODBORNE PATHOGENS

Supplement to Standard Training Module

TRAINING REQUIREMENTS OVERVIEW

This standard Vivid training module provides a general overview of Bloodborne Pathogens (BBP). It is important to note that facilities **must** have their own site detailed exposure control plan when a determination is made that employees have exposure to BBP. In addition, facilities **must** train their employees on the specific plans.

In addition to the general overview, employees with occupational exposure to BBP must receive facility-specific training. This additional training must cover:

- **Access to a copy of the regulatory text of this standard**
- **Review of facility exposure control plan & where to obtain a copy**
- **Appropriate methods for recognizing tasks or other activities that may involve exposure to blood or other potentially infectious materials**
- **Explanation of the use & limitations of methods of prevention**
- **Where to find PPE, proper use & disposal**
- **Procedures to follow if exposure incident occurs**

Frequency: Training **must** be conducted at the time of initial employment and at least annually thereafter for employees with occupational exposure to Bloodborne Pathogens.

GENERAL OVERVIEW OF THE STANDARD

BLOODBORNE PATHOGENS – 29 CFR 1910.1030

PURPOSE: To provide effective control measures of actual or potential exposure to Bloodborne Pathogens, through appropriate engineer controls, work practices and procedures.

1. **SCOPE:** Applies to all occupational exposure to blood or other potentially infectious materials (pathogenic microorganisms that are present in blood & can cause disease in humans).
2. **EXPOSURE CONTROL PLAN:** Requirements are stated for the employer to establish a written exposure control plan designed to eliminate or minimize employee exposure. It must contain at least the following elements:
 - Exposure determination
 - Method of compliance
 - Hepatitis B Vaccination & Declination
 - Post exposure evaluation & Follow-up
 - Communication of hazards to employees
 - Record keeping Requirements
 - Procedure(s) for the evaluation of circumstances surrounding exposure incidents

A copy of the Exposure Control Plan should be accessible to employees. It shall be reviewed and updated at least annually and whenever there are changes, which affect occupational exposure. The review should:

- Reflect changes in technology that eliminate or reduce exposure to Bloodborne Pathogens
 - Implement appropriate commercially available & effective safer medical devices to eliminate or minimize occupational exposure
 - Solicit input from non-managerial employee who are potentially exposed and document findings for evaluation, selection of engineering and work practice controls
3. **EXPOSURE DETERMINATION:** An exposure determination is required to be prepared in written form, and contain the following:
 - A list of all job classifications in which all employees in those job classifications have occupational exposure
 - A list of job classifications in which some employees have occupational exposure

- A list of all tasks and procedures (or groups of closely related tasks and procedures) in which occupational exposure occurs

The exposure determination shall be made without regard to the use of PPE (Personal Protective Equipment).

4. **METHODS OF COMPLIANCE:** Requirements are stated for universal precautions to be observed to prevent contact with blood or other potentially infectious materials. All bodily fluids are considered potentially infectious materials.

Engineering and Work Practice Controls – Requirements are outlined for the employer to institute engineering and work practice controls to eliminate or minimize employee exposure. Subtopics include requirements for:

- Regular review or revision of work practices, and maintenance and/or replacement of engineering controls
- Hand washing facilities, ensuring employee use
- Appropriate containers for needles and other sharps
- Prohibiting eating, drinking, smoking, applying cosmetics or lip balm and handling contact lenses
- Location and storage of food and drink
- Procedures to minimize splashing, spraying, spattering and generation of droplets involving blood or other potentially infectious materials
- Shipping and transport of blood or other potentially infectious materials
- Examination, decontamination, and labeling of equipment that may become contaminated with blood or potentially infectious materials
- Information regarding special handling of blood or potentially infectious materials

Personal Protective Equipment (PPE) – Requirements are also stated for providing appropriate PPE, including:

- Gloves
- Gowns and/or laboratory coats
- Face shields or masks
- Eye protection
- Mouthpieces
- Resuscitation bags
- Pocket masks

The standard set forth requirements that employers make provisions to:

- Ensure employees use appropriate PPE
- Ensure appropriate types and sizes of PPE are readily available
- Clean, launder, repair or dispose of PPE as required by the standard

- Removed all PPE prior to leaving the work area, and stored or disposed of in accordance with the standard

There are special requirements for the healthcare field where exposures are anticipated on a regular basis. These requirements are outlined in the standard.

5. **HOUSEKEEPING:** Specific employer requirements are stated to ensure that the worksite is maintained in a clean and sanitary condition, including:
 - Clean and decontaminate all equipment and surfaces after contact with blood or other potentially infectious materials.
 - Restrict means by which broken glassware is picked up – use a mechanical means such as a brush and dustpan, tongs, etc.

Where blood or potentially infectious materials are anticipated on a regular basis, special requirements for scheduled cleanings and inspections are detailed by the standard.

6. **REGULATED WASTE:** Contaminated sharps shall be discarded immediately or as soon as feasible in approved containers. Specific requirements for container type, labeling, and handling, etc. are outlined in the standard.
7. **LAUNDRY:** Contaminated laundry shall be handled as little as possible with a minimum of agitation. Special provisions are detailed in the standard for laundering contaminated clothing, gloves or other protective wear.
8. **HIV and HBV RESEARCH LABORATORIES & PRODUCTION FACILITIES:** Specific requirements and criteria are detailed in the standard for employees who work in these facilities. Labels and warning signs have certain specifications also identified by the standard.
9. **HEPATITIS B VACCINATION & POST EXPOSURE EVALUATION AND FOLLOW-UP:** Requirements are stated for the employer to implement:
 - Hepatitis B vaccinations, or obtain employee declination
 - Documented post-exposure evaluation and follow-up procedures, including employee testing, handling of test results, and counseling
10. **INFORMATION PROVIDED TO THE HEALTHCARE PROFESSIONAL:** Requirements are defined for information the employer must provide the healthcare professional responsible for the employee's Hepatitis B vaccination and post exposure follow-up.

11. HEALTHCARE PROFESSIONAL'S WRITTEN OPINION: Employer requirements are stated for obtaining and providing the affected employees with a copy of the evaluating healthcare professional's written opinion for:
 - Hepatitis B vaccination
 - Post-exposure evaluation

12. LABELS AND SIGNS: Requirements are set forth for defining biohazard warning labels and signs on containers or bags used for:
 - Regulated waste
 - Storage
 - Transport
 - Shipping

13. INFORMATION AND TRAINING: Employers shall ensure that all employees with occupational exposure participate in a training program, which must be provided at no cost to the employee and during work hours. Training shall be provided as follows:
 - At the time of initial assignment to tasks where occupational exposure may occur
 - At least annually thereafter
 - Whenever there are changes to tasks and/or procedures that may affect the employee's occupational exposure.

Training Program: The training material must be appropriate in content and vocabulary to educational level, literacy and language of employees. Training must be provided by a person knowledgeable in the subject matter, and contain the following minimum elements:

- An accessible copy of the regulatory text of this standard and an explanation of it's content
- A general explanation of the epidemiology & symptoms of Bloodborne diseases
- Explanation of the mode of transmission
- Explanation of the employer's exposure control plan
- Where to obtain a copy of the exposure control plan
- Appropriate methods for recognizing tasks and other activities that may involve exposure to blood & other potentially infectious materials
- Explanation of the use & limitations of methods to prevent/reduce exposure (engineering, work practices & PPE)
- Information on the type, proper use, location, removal, handling, decontamination & disposal of PPE
- Information on the Hepatitis B vaccination (including efficacy, safety, method of administration, benefits and that it is offered free of charge)
- Appropriate actions to take and who to contact in an emergency involving blood or other potentially infectious materials

- Procedures to follow if an exposure incident occurs (reporting & medical follow up that will be provided)
- Information on the post-exposure evaluation and follow-up
- Explanation of the signs and labels and/or color coding
- An opportunity for interactive questions and answers with the person conducting the training session

Additional Training is required for employees in HIV/HBV Laboratories and Production Facilities.

14. RECORDKEEPING: Requirements are stated for employer records retention, including:
- Medical records for employees with occupational exposure to BBP
 - Employee training records
 - Sharps injury log, if there is exposure to contaminated sharps.

REFERENCE MATERIALS

Websites

OSHA website: www.osha.gov/SLTC/bloodbornepathogens/index.html

There are several links here for additional information, including OSHA Directives and clarifications.