

# Regulatory Requirements for Bloodborne Pathogens



# What is a Bloodborne Pathogen?

- A Pathogen microorganism that is present in human blood and can cause disease in humans
- Pathogens include, but are not limited to:
  - Hepatitis B virus (HBV)
  - Hepatitis C virus (HCV)
  - Human Immunodeficiency virus (HIV)



# Exposure Control Plans

- Employers must provide an effective Exposure Control Plan and training as required by the Bloodborne Pathogen Standard. 1910.1030
- Each employer must:
  - Identify employees who have occupational exposure to blood or other potentially infectious materials (OPIM) and then establish and implement a written Exposure Control Plan.
  - Make the plan available to all employees and be reviewed and updated at least yearly.
  - Ensure employees with occupational exposure receive appropriate training at no cost to the employee during work hours.

# Universal Precautions

- An approach to infection control which treats all human blood and OPIM as if they were infectious for HIV, HBV, or other bloodborne pathogens.
- Treat all blood and OPIM with appropriate cautions such as:
  - Use gloves, masks and gowns if blood or OPIM exposure is anticipated
  - Use engineering and work practice controls to limit exposure
  - Have supplies and equipment readily available to safely clean up spills

# Personal Protective Equipment (PPE)



- PPE is required by the Bloodborne Pathogen Standard if exposure to blood and OPIM is anticipated and where occupational exposure remains, after institution of engineering and work practice controls.
- Gloves must be worn when hand contact with blood, mucous membranes, OPIM, or non-intact skin is anticipated.

# Personal Protective Equipment (PPE)

- Employers must provide readily available hand washing facilities. Employees must wash hands with soap and water or flush mucous membranes with water as soon as feasible after contact with blood or OPIM.
- PPE or protective clothing must be removed prior to leaving the room and disposed of in an appropriately designated area or container for storage, washing, decontamination, or disposal.

# Labeling and Signs

Biohazard Labels must be in place on containers that hold regulated waste (contaminated PPE, needles, etc.) and must bear the biohazard symbol.

- These labels shall be fluorescent orange with lettering and symbols in a contrasting color.
- Red bags or red containers may be substituted for labels.



# Post-Exposure Follow Up

- The Bloodborne Pathogen Standard requires immediate follow-up of employees after a needle stick
- The post-exposure evaluation and follow-up should include:
  - Confidential medical exam
  - Documentation of the routes of exposure and the circumstances under which the exposure incident occurred
  - Testing of the source individual's blood
  - Sharing results of the source individuals testing after consent, to the exposed employee
  - Administration of post-exposure prophylaxis, when medically indicated



# Medical and Training Records

- The Bloodborne Pathogen Standard requires both medical and training records be maintained for employees with exposure for at least duration of employment plus thirty years.
  - These records must be kept confidential and separate from the personnel file
- Training records must be established and maintained for all exposed employees for three years from the date training occurred which includes:
  - Name
  - Job titles of all persons attending the sessions
  - Date
  - Content of training sessions
  - Trainer's name
  - Trainer's qualifications

# Summary

- Identify positions exposed to bloodborne pathogens
- Develop and periodically update an Exposure Plan
- Ensure all employees receive initial and update training
- Provide for post-exposure care of employees
- Provide adequate supplies of PPE, Universal Precaution supplies, Engineered Sharps, contaminated sharps disposal containers, and other control materials