

Bloodborne Pathogens & Exposure Control Plan

Rev. 9/8/16

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Purpose: To ensure that Wayne County employees are aware and trained in bloodborne pathogens to eliminate and minimize employee exposure to blood and other potentially infectious materials. This guideline will also educate designated individuals in the proper cleanup and disposal of potentially infectious material.

The following plan is to be used as a general guide and not intended to take the place of those departments that have a bloodborne pathogen plan in place that is more specific to the work environment.

Scope: To all Wayne County employees whose occupational exposure to blood and other potentially infectious materials exist and to those individuals who administer first aid as covered under the “Emergency Safety Plan”.

All Wayne County Agencies have the potential of exposure to infectious diseases due to interaction with the public and are required by OSHA abide by this to plan.

I. Introduction

A. Definitions

1. Bloodborne Pathogens – pathogenic micro-organisms that are present in human blood and can infect and cause disease in humans. The pathogens include but are not limited to:

- a. Hepatitis B (HBV)
- b. Human Immunodeficiency Virus (HIV)

B. The following materials have been implicated in the occupational transmission of bloodborne pathogens and are covered under this plan.

1. Any unfixed tissue or organ (other than intact skin) from a human.

2. Other potentially Infectious Materials (OPIM)

- a. semen
- b. vaginal secretions
- c. cerebrospinal fluid
- d. synovial fluid – fluid of the joints
- e. pleural fluid – fluid between lungs and chest
- f. pericardial fluid – fluid surrounding the heart
- g. peritoneal fluid - fluid surrounding the abdomen
- h. amniotic fluid – protective fluid around amniotic sac of pregnant women
- i. any body fluid contaminated with blood
- j. urine
- k. feces

II. Means of Transmission

- A. Injury with sharp object or “needlestick” contaminated with disease
- B. Open cuts and skin abrasions
- C. Indirect Transmission
 - 1. Transfer from hands to eyes, mouth, nose, open wound.
 - 2. Hepatitis A can become airborne and be transmitted.

III. Exposure Control Plan

A. Exposure Determination

Includes all departments within Wayne County to identify all positions that have occupational exposure to blood or other potentially infectious material.

The following table is a general list pertaining to Wayne County. Please add to the following table pertaining to your job duties at your agency.

This table shall be updated as job classifications or work situation change. Exposure determination shall be made without regard to the use of personal protective equipment (employees are considered to be exposed even if they wear PPE).

B. Category I – job classifications in which employees are exposed to blood or other potentially infectious materials on a regular basis and which such exposures are considered normal course of work.

Job Classification	Task	Location
Wellness Nurse	Blood draws, Flu Shots	Administration Building
Registered Nurse	Blood Draws, Flu Shots, IV	Care Center, WCBDD
Nursing Assistance		Care Center, WCBDD
Janitorial Staff		All

C. Compliance

1. The Supervisor is to control the scene until the arrival of Wooster EMS.
2. All employees are to stay clear of potential exposure unless performing CPR / First Aid with proper PPE
3. All body fluids shall be considered potentially infectious material.

D. Engineering Controls

Wayne County conducts ongoing evaluations of tasks that carry a risk of exposure and employs safer methods whenever practical.

Location	Controls in Use	Evaluation Interval

E. Work Practice Controls

1. Hand and Body Washing

- a. employees shall wash hands after removal of personal protective gloves and whenever there is a likelihood of contamination.
- 2. Contaminated needles may not be recapped, bent, or broken off. Needles must be deposited in a sharps container immediately after use.
- 3. Sharps containers must be closed prior to removal or replacement to prevent spilling or protrusion of the contents during handling and storage.
- 4. Eating, drinking, smoking, applying cosmetics, and handling contact lenses are prohibited in work areas where there is a reasonable chance of exposure.
- 5. Food and drink must not be stored in refrigerators, freezers, shelves, cabinets, or bench tops where blood or potentially infectious materials are present.
- 6. All procedures will be conducted in a manner that will minimize splashing, spraying, splattering, and generation of droplets of blood or other potentially infectious materials.

F. Personal Protective Equipment (PPE)

All PPE used in Wayne County will be provided without cost to the employees. The PPE will be chosen based on the anticipated exposure to blood or other potentially infectious materials.

Tasks Requiring PPE	Minimum PPE Provided

1. Gloves

- a. gloves shall be worn where it is reasonably probable that employees will have hand contact with blood or OPIM.
- b. make sure gloves fit properly
- c. bandage all cuts before using gloves
- d. disposable gloves are not to be washed or decontaminated for re-use and are replaced when they become contaminated or torn.

G. Spill Clean-up / Housekeeping

- 1. Work surfaces must be decontaminated with an approved disinfectant as soon as possible after contamination with blood or OPIM.
- 2. Only trained personnel are responsible for clean-up
- 3. Use the infection Control Kits located at your department's first aid station and an approved germicidal solution.

H. Handling of Waste Material

- 1. Used sharps containers are to be closed and placed in the infectious waste disposal containers
- 2. All contaminated equipment and material will be placed in the biohazard bags for disposal
- 3. Do not pick up sharp objects with your hands, use a brush, scoop shovel, tongs, or other tools.
- 4. Place sharp objects in protective container before putting in the biohazard bag.

5. Contact Safety / Loss Control department for disposal information if necessary.
6. If an employee becomes exposed, immediately contact the supervisor and Safety / Loss Control Department so medical surveillance and evaluation can proceed.

IV. Hepatitis B Vaccine

- A. All employees who have been identified as having exposure to blood or OPIM through the exposure determination described in this plan will be offered the Hepatitis B vaccine series at no cost to the employee within 10 days of initial assignment and after training has been received.
- B. Employees will be provided with information on Hepatitis B vaccinations addressing the benefits, safety, and availability.
- C. All occupational exposed employees are strongly encouraged to receive the Hepatitis B vaccination series and post vaccination antibody testing.
- D. If an employee chooses to decline the vaccination, the employee must sign a copy of the Declination Statement (see Appendix E). the copy will be kept on file in the employee's confidential medical records.

V. Exposure Incident Management

- A. Post Exposure
 1. Wounds and skin that have been in contact with blood or OPIM must be washed with soap and water; mucous membranes must be flushed with water.
 2. Report all exposure incidents to your supervisor immediately.
 3. Supervisor is to follow the Accident Reporting Procedures.

VI. Employee Training

- A. All employees who have occupational exposures to bloodborne pathogens or OPIM will receive training at the time of initial assignment and annually thereafter.

B. Training will include the following:

1. Information related to the symptoms and transmission of bloodborne pathogens
2. Explanation of the OSHA Standard
3. Explanation of the Exposure Control Plan
4. Explanation of methods to recognize tasks and other activities that would result in exposure to OPIM.
5. Engineering controls and PPE
6. Clean-up, handling, and disposal
7. PPE selection
8. Hepatitis B vaccination
9. Exposure incidents
10. Post exposure evaluation and follow up

C. Training Records

Training records will be completed for each employee upon completion of the training session. The records will include:

1. dates of training
2. summary of training session
3. name of instructor and qualifications
4. name and job title of all personnel in attendance
5. training records will be maintained for a minimum of 5 years

VII. Recordkeeping

A. Medical records

1. _____ is responsible for the maintenance of medical records.

B. Access to Employee Exposure and Medical Records will include:

1. all medical records will be kept confidential and will not be disclosed or reported without the employee's written consent to any person within or outside the workplace except as required by the standard or other legal provisions.
2. employee records will be maintained for the duration of employment plus at least 30 years.
3. employee medical records will be provided upon request of the employee or to anyone having written consent of the employee within 15 days

C. Sharps Injury Log

_____ is responsible for the maintenance of the confidential sharps injury log.

1. The sharps injury log shall contain at a minimum:
 - a. routes of exposure
 - b. incident report
 - c. device involved in the injury
 - d. department and location exposure occurred
 - e. name of employee and dates of exposure