



HEALTH AND SAFETY MANUAL

BLOODBORNE PATHOGENS

PURPOSE

This exposure control plan provides a uniform policy of protection for associates who, as a part of their job, face reasonably anticipated exposure to bloodborne pathogens.

This procedure ensures compliance with OSHA 1910.1030. While 29 CFR 1910.1030 is the primary standard for most workplaces, the General Duty Clause (Section 5(a)(1) of the OSH Act) and 29 CFR 1926.28 apply the principle to construction.

SCOPE

This procedure applies to all employees working for Vasco where their job classification has been determined to have occupational exposure and additionally to those employees who might accidentally become exposed to potentially infectious material.

TRAINING

Employees shall be trained on this procedure at the following times:

- Upon assignment to a position which may have occupational exposures
- Whenever a change or revision of the procedure occurs
- Post Exposure
- Annually thereafter

The training shall be documented and submitted to the Safety Department for recordkeeping.

DEFINITIONS

Blood - human blood, human blood components, and products made from human blood.

Bloodborne Pathogens - pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV).

Contaminated - the presence of blood or the reasonably anticipated presence of blood or other potentially infectious materials on an item or surface.

Decontamination - the use of physical or chemical means to remove, inactivate, or destroy bloodborne pathogens on a surface or item to the point where they are no longer



HEALTH AND SAFETY MANUAL

BLOODBORNE PATHOGENS

capable of transmitting infectious particles and the surface or item is rendered safe for handling, use, or disposal.

Engineering Controls - controls that isolate or remove the bloodborne pathogens hazard from the workplace.

Exposure - any cut, puncture, or other percutaneous entry; a splash to mucous membranes; or other contact with blood or other potentially infectious materials on non-intact skin etc.

HBV - Hepatitis B virus.

HIV - Human immunodeficiency virus.

Occupational Exposure - reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials while performing duties.

Sharps Container - a commercially produced container, affixed with biohazard labels, and designed for the safe destruction, storage, and disposal of used needles and other sharp first-aid materials.

Universal Precautions – an approach to infection control. According to the concept of Universal Precautions, all human blood and certain human body fluids are treated as if known to be infectious for HIV, HBV and other bloodborne pathogens.

RESPONSIBILITIES

Area Managers/Supervisors are responsible for:

Immediately notifying the HR and Safety Departments in the event of an exposure to blood or other infectious material that employees could come in contact with.

Safety Department is responsible for:

Maintaining and ensuring compliance with this procedure.

Providing training or securing a qualified trainer to provide training in accordance to this procedure and OSHA 1910.1030.



HEALTH AND SAFETY MANUAL

BLOODBORNE PATHOGENS

Maintaining required training and associated documentation required by this procedure.

Employees are responsible for:

Utilizing all personal protective equipment, engineering controls, or administrative controls as specified by this procedure.

REVIEW

This plan will be reviewed and updated accordingly:

Whenever changes in tasks, procedures, or employee positions affect, or create new occupational exposures.

REQUIRMENTS

Protective gloves shall be worn whenever there is potential for contact with blood or body fluids. Gloves shall be removed after contact, or if damage to the glove occurs. Employees shall wash their hands using a non-abrasive germicidal soap after removing gloves.

Spills of body fluids shall be cleaned up as soon as practical using an approved disinfectant or a solution of 1:10 household bleach and water. Contaminated environmental surfaces shall be cleaned and disinfected in the same manner.

Employees who are designated, as First Responders shall be offered Hepatitis B vaccination at the initial time of assignment at no cost. Acceptance of the vaccination will be documented on Appendix B, and declination of the vaccination will be documented on Appendix C.

In the event of an occupational exposure, the exposed employee shall complete and shall sign the Post-Exposure Form, Appendix D.

In the event of an exposure, immediately perform the following:

- Identify the object or substance which caused the exposure
- Notify the HR Department
- Identify and notify the source patient of the incident
- Complete Incident Report



HEALTH AND SAFETY MANUAL

BLOODBORNE PATHOGENS

After a cut or needle stick:

- Bleed the wound
- Wash the wound with soap and water
- Wipe with an antiseptic agent
- Cover the wound, if necessary

After a mucous membrane splash or non-intact skin exposure:

- Immediately flush with sterile water

A company Representative shall perform the following after an employee has been exposed to blood or other potentially infectious material.

Have the source patient tested for HIV & HBV after consent has been obtained.

Provide medical evaluation and appropriate counseling regarding exposure to bloodborne pathogens to the exposed patient after all exposures.

Have a baseline blood drawn and stored from exposed employee if desired. Blood will be drawn at 3, 6, & 9-month intervals.

Maintain the results of the employee medical evaluations as confidential.

Arranging counseling, in addition to that mentioned above, for the exposed employee pertaining to precautions to be taken with sex partners, or in the case of pregnancy, for prevention of possible transmission to fetus.

Provide the exposed employee a copy of the evaluating healthcare professional's written opinion.

RECORDS

Bloodborne Training Documentation, shall be filed with the Safety Department.

Acceptance of HBV Vaccine, Appendix B shall be filed in the employee's medical file.

Declination of HBV Vaccine, Appendix C shall be filed in the employee's medical file.

Incident Report Form, shall be filed in the employee's medical file.



HEALTH AND SAFETY MANUAL

BLOODBORNE PATHOGENS

REFERENCES

OSHA 1910.1030, Bloodborne Pathogen Standard

General Duty Clause (Section 5(a)(1) of the OSH Act)

29 CFR 1926.28 -- Personal protective equipment.

OSHA 1910.1020 Access to employee exposure and medical records

APPENDIX

Universal Precautions Quick Reference, Appendix A

Acceptance of HBV Vaccine, Appendix B

Declination of HBV Vaccine, Appendix C

Incident Report Form

Occupational Exposure to Blood or Other Potentially Infectious Materials

