NEEDLE STICK SAFETY & BLOODBORNE PATHOGENS (BBP)

LESSON OBJECTIVES – BLOODBORNE PATHOGENS

• Word Review
• BBP routes of exposure
• Engineering controls
• Administrative controls
• PPE
• Some BBP diseases
• BBP exposures on the job
WORD REVIEW
BLOODBORNE PATHOGEN

BBP DEFINITION

Bloodborne: Carried by the blood

Pathogen: *path·o·gen*

“any disease-producing agent, especially a virus, bacterium, or other microorganism”
BIOHAZARD SIGNS
USED FOR BBP

District 1199C Training Fund HWWH SH-29634-SH6
UNIVERSAL PRECAUTIONS

Â Act as if all blood, secretions and bodily fluids were contaminated with BBP

Â Avoid direct contact with blood, secretions and bodily fluids that might contain blood
STANDARD PRECAUTIONS

Assume anything coming from the body can spread illness
(urine, feces, sweat, tears, secretions, etc.)

Standard precautions are meant to reduce the risk of transmission of bloodborne and other pathogens from both recognized and unrecognized sources.
ROUTES OF EXPOSURE: BBP
ROUTES OF EXPOSURE: PENETRATION & INJECTION

How could pathogens get into your blood?
BBP EXPOSURES AT WORK

- Needles left where they SHOULD NOT BE FOUND
  - In Linens
  - In Trash
  - On Trays
  - Stuck in brooms or mops
- Accidental needle stick when trying to stick a patient
WHAT ABOUT SHARPS?

SHARPS INCLUDE NEEDLES, SCALPELS AND BROKEN EQUIPMENT
USED SHARPS CAN CARRY BLOODBORNE PATHOGENS
HOW TO CONTROL BBP HAZARDS
ENGINEERING CONTROLS
ENGINEERING
CONTROLS
REMOVE THE
HAZARD
AT THE SOURCE:
THEY CONTROL
THE HAZARD AS
SOON AS IT
APPEARS
Used needles spread disease.

Nurses and doctors use safety needles as a form of engineering control:

- A syringe with a cover that slides back over the needle after use.
- The cover, or sheath, locks into place after the needle is used.
WORK PRACTICES AND ADMINISTRATIVE CONTROLS
SHARPS CONTAINERS
CONTROL NEEDLESTICKS

Never overfill - Stop at the ‘full’ line!
SHOULD THERE EVER BE SHARPS INSIDE WASTE BAGS?

No!
USING TOOLS TO HANDLE SHARPS: ASSUME SHARPS AT WORK ARE CONTAMINATED

NEVER USE YOUR HANDS TO REMOVE SHARPS OR NEEDLES!

Handling Sharps Requires Special Work Practices, Training & Tools

USE SHARPS HANDLING EQUIPMENT: TONGS, GLOVES & SHARPS CONTAINERS

Tongs to pick up sharps
ADMINISTRATIVE CONTROLS: FREE VACCINES FOR HEPATITIS B

Hep. B vaccine

✓ Offered FREE to all employees who could get exposed at work
✓ Great Idea to Get it!
   ▶ Given during work hours
   ▶ You have a legal right to refuse
   ▶ Documented by your employer
ADMINISTRATIVE CONTROLS

TRAINING ON BBP SAFETY

✓ Train new employees
✓ Train for new tasks
✓ Retrain annually
PERSONAL PROTECTIVE EQUIPMENT FOR BBP PROTECTION
SOME PPE FOR BBP:

- Gown, scrubs or uniform
- Disposable gloves
- Droplet mask or N-95 respirator
- Eyes shield or goggles
- Boots or foot covers, head covers
PROTECT HANDS FROM INJURIES & FLUIDS – USE GLOVES
RESPONDING TO BBP EXPOSURES
WHAT SHOULD THE WORKER DO IF STUCK OR EXPOSED TO BLOOD WHILE AT WORK?
PROTECT YOURSELF

✓ Assume ALL blood and body fluids are contaminated
✓ WASH OFF IMMEDIATELY
✓ Get Medical Care ASAP
✓ Report exposure
WHAT SHOULD WORKER DO?

✓ Wash the wound with soap and water!

✓ REPORT IT!
TREAT IT LIKE AN URGENT ACCIDENT

All exposures to blood, used needles and sharps are considered URGENT MEDICAL PROBLEMS.
NEEDLESTICK OR BBP EXPOSURE MEDICAL CARE

- Employee Health
- Occupational Health
- Medical Clinic
- Emergency Department
- Emergency Room - Nearest Hospital
TIME IS A FACTOR IN TREATMENT

- Exposed to HIV infected blood?
  - May want to start medical treatment within 1 - 2 hours.
- Exposed to Hepatitis infected blood?
  - May want to start medical treatment within 24 hours.
EXPOSED WORKERS SHOULD...

Follow treatment plan set by the doctor!

- Don’t miss any pills if you are prescribed medication
- Missing pills could result in developing the disease!
- Taking medication properly can reduce risk of infection by almost 80%
MONITOR YOURSELF FOR SYMPTOMS

Look out for symptoms that occur after the incident:
- Fever
- Rash
- Muscle Pain
- Fatigue
- Overall discomfort
- Sore throat
- Swollen glands

These might be a sign of illness related to your exposure.
FREE COUNSELING IF EXPOSED TO BBP AT WORK

✓ You must be provided with medical counseling about your choices for treatment.

✓ You have the right to start disease treatment immediately.

✓ Your employer pays for ALL medical expenses associated with needlestick injury. No co-pays.
RIGHT TO YOUR INFORMATION

Employer must let you know the results of your medical evaluation – within 15 days
DOCUMENT YOUR EXPOSURE / INJURY

✓ Try and remember every detail about how exposure/needlestick/sharps injury took place.

✓ Document it yourself or get someone you trust to do it for you.

✓ You can write it down or record it on your phone

✓ Document all the details before you forget them! You won’t regret doing this!
YOUR OWN DOCUMENTATION

WHY document what happened yourself?

1. Because you know best what happened, how and why
2. Accurate accident report
3. Medical details
4. Help prevent a similar problem in the future
5. In case you forget details later
WHAT DOES EMPLOYER HAVE TO DO

IF AN EMPLOYEE GETS STUCK OR SPLASHED?
EMPLOYER MUST:

✓ Provide immediate emergency medical counseling and care at no cost to employee

✓ (workers comp)
EMPLOYER HAS TO.....

✓ Document HOW the BBP exposure occurred
SHARPS LOG

✓ Each and every needlestick or sharps injury at work must be recorded by your employer.

✓ Employer must maintain an OSHA Sharps Log

✓ All employees have right to see the Sharps Log

✓ Employee names not included
SHARPS LOG

Documents:

✓ HOW: Circumstances of sharps exposure
  ✓ What kind of sharp – Needle? Scalpel? Glass?
  ✓ Which location, department?
  ✓ What went wrong? Why did it happen?

✓ How to prevent it from happening again
# ADMINISTRATIVE CONTROLS: TRACKING SHARPS INJURY

## SHARPS LOG

<table>
<thead>
<tr>
<th>Establishment/Facility Name:</th>
<th>Sample Sharps Injury Log</th>
<th>Year 2</th>
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<table>
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<tr>
<th>Date</th>
<th>Case/Report No.</th>
<th>Type of Device (e.g., syringe, suture needle)</th>
<th>Brand Name of Device</th>
<th>Work Area where injury occurred (e.g., Geriatrics, Lab)</th>
<th>Brief description of how the incident occurred (i.e., procedure being done, action being performed (disposal, injection, etc.), body part injured)</th>
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29 CFR 1910.1030, OSHA’s Bloodborne Pathogens Standard, in paragraph (h)(5), requires an employer to establish and maintain a Sharps Injury Log for recording all percutaneous injuries in a facility occurring from contaminated sharps. The purpose of the Log is to aid in the evaluation of devices being used in healthcare and other facilities and to identify problem devices or procedures requiring additional attention or review. This log must be kept in addition to the injury and illness log required by 29 CFR 1904. The Sharps Injury Log should include all sharps injuries occurring in a calendar year. The log must be retained for five years following the end of the year to which it relates. The Log must be kept in a manner that preserves the confidentiality of the affected employee.
EMPLOYER MUST.....

✓ Provide free and confidential:
  ✓ Medical counseling
  ✓ Medical treatment
  ✓ Medical follow up

✓ Keep information confidential
EMPLOYER MUST.....

- IF POSSIBLE – Identify Source Individual: The person (or patient) that blood or sharps came from
- Employer may blood-test the Source Individual (if he/she consents)
- Employer will offer to have worker’s blood TESTED for hepatitis and HIV antibodies as soon as possible (if employee gives consent)
EMPLOYEE BLOODTESTS.....

Establish **BASELINE** for disease exposure.

- What is a **BASELINE** blood test?
  - Identifies disease antibodies in worker's blood at the time of exposure

- Information used to:
  - Give **accurate medical advice** about treatment options
  - Document disease status at the time of injury.
EMPLOYER MUST STILL.....

✓ ASSUME all blood & bodily fluids are contaminated

(Unless proven otherwise)

X NEVER make employee pick up the needle or sharp, and then take it with them for analysis when they go for medical care!
STUDENT STORIES

Do you know anyone who had an experience with blood exposures or needlesticks at work?
What happened?
How could it have been avoided?
QUESTIONS?
REVIEW LESSON OBJECTIVES - BLOODBORNE PATHOGENS

Â Word Review
Â BBP routes of exposure
Â Engineering controls
Â Administrative controls
Â PPE
Â Some BBP diseases
Â Responding to BBP exposures on the job
OSHA RIGHTS AND WHISTLEBLOWER PROTECTIONS

OSHA laws give workers the right to:

- Participate in safety and health activities
- Report work related injuries or illnesses
- Report safety violations

Employer cannot take action against you for using your OSHA rights.
RETAIATION IS AGAINST THE LAW

**NO**

- Firing or laying off
- Blacklisting
- Demoting
- Denying overtime or promotion
- Denial of benefits
- Disciplining

**Failure to hire or rehire**

- Intimidation
- Making threats
- Reassignment affecting prospects for promotion
- Reducing pay or hours

**No ‘Adverse Actions’ for Safety Activities**
WHAT IF YOU GET IN TROUBLE FOR COMPLAINING?
WHISTLEBLOWER TIME LINE

OSHA LAW
Under Section 11(c) of the OSH Act, employees are protected from retaliation when they:

- file a safety complaint
- participate in a safety inspection.

TO BE PROTECTED
If employees experience retaliation, they must file a complaint with OSHA within 30 days.

If employees win a complaint case, they could be entitled to back pay and compensation for damages.

If employees lose a complaint case, they have 15 days to appeal* the decision.

*Second chance to win
FIVE WAYS TO COMMUNICATE WITH OSHA

1. E-mail an Interactive ONLINE Form
2. Call OSHA
3. In-Person Visit
4. Fax a Complaint
5. Mail a Letter
HOW TO CONTACT OSHA

www.OSHA.gov

US Department of Labor/OSHA

Wanamaker Building

100 Penn Sq East, 12th Floor

Philadelphia, PA 19107

Telephone: (215) 597-4955

Fax: (215) 597-1956

Toll-free number: 1-800-321-OSHA (6742)

OSHA WILL KEEP YOUR INFORMATION CONFIDENTIAL
FOR MORE INFORMATION

Healthcare Occupational Safety Center
Health Workers Working Healthy Training Project
District 1199C Training & Upgrading Fund
100 South Broad Street, 10 Floor
Philadelphia, PA 19119
215 568 2220

www.1199ctraining.org
WITH THANKS

- District 1199C
- Drexel University School of Public Health
- Jefferson School of Population Health
- Google Images