



Bloodborne Pathogens Standard

The Michigan Occupational Safety and Health Administration (MIOSHA) has adopted the Federal OSHA Bloodborne Pathogens Standard. This standard went into effect in the Summer of 1992.

The purpose of the Bloodborne Pathogens Standard is to limit the occupational exposure of employees to blood and other potentially infectious materials.

The standard covers all employees who may be reasonably anticipated to come in contact with other person's blood or other bodily fluids in the performance of their duties. It also covers workers who are trained and expected to administer First Aid or CPR while at work.

Bloodborne pathogens of the most concern include the Hepatitis B Virus (HBV) which causes Hepatitis and affects the liver and the Human Immunodeficiency Virus (HIV) which causes AIDS.

Requirements for compliance with the law:

Identify any staff personnel who can be reasonably anticipated to be exposed to blood and other infectious material in the course of their duties.

Set up a written Exposure Control Plan.

Identify in writing the tasks and procedures as well as job classifications where occupational exposures occur.

Specify the procedures for evaluating exposure incidents.

Must be updated annually and be accessible to employees and MIOSHA compliance inspectors.

Provide, at no cost to workers, personal protective equipment, such as gloves, masks, gowns, and mouthpieces for employees who want them.

Make Hepatitis B vaccinations available at no cost to employees faced with occupational exposures.

Employees may decline the vaccine, but may opt for the vaccination at a later date at no cost.

Not required for employees who do NOT provide first aid as a primary job assignment (most teachers and custodians). However post-exposure vaccines are required.

Training for all exposed employees initially upon assignment and annually thereafter.

Make accessible a copy of the standard and explanation of its contents.

A general discussion of bloodborne diseases and their transmission, exposure controls and personal protective devices.

Explain the Hepatitis B vaccines and their availability.

How to respond to emergencies involving blood, how to handle exposure incidents and the post-exposure evaluation.

Encourage and expect the use of Universal Precautions: treating all persons as if they are infected.

Establish Workplace Controls to minimize the likelihood of exposure.

Glove up at first sign of blood or other bodily fluids.

Use tools, never hands to pick up glass or other sharp objects.

Properly dispose of contaminated materials in specially labeled containers.

Provide a means for proper disposal of contaminated materials.

Small blood-soaked or blood-caked materials can be placed in a zip-loc bag and decontaminated by adding a small amount of bleach and shaking the contents to distribute the bleach then throwing away.

Larger items or those with so much blood on them that it is not practical or safe to decontaminate or dispose of on site should be treated as hazardous medical waste. They must be placed in properly labeled containers and handled by a medical waste disposal company.

Maintain Health and training records.

MIOSHA required recordkeeping including written declination of Hepatitis B vaccinations by an employee must be kept on file for the length of employment plus 30 years.

Training records must be kept for three years and be updated after each training session.