

OOSH BULLETIN

Bloodborne Pathogens Standard

29 CFR 1910.1030

September, 2013

What are Bloodborne Pathogens?

Bloodborne Pathogens are microorganisms in human blood or certain body fluids that can cause disease in humans. The most common ones are Hepatitis B virus (HBV), Hepatitis C virus (HCV) and Human Immunodeficiency Virus (HIV).

What are infectious materials?

Infectious materials include blood, semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, and any body fluid visibly contaminated with blood.

What is the Bloodborne Pathogens Standard?

The Bloodborne Pathogens Standard (29 CFR 1910.1030) was designed to protect workers from exposure to infectious agents carried in the blood and other human bodily fluids and tissues. Employers have a responsibility to ensure that workers do not come into direct contact with potentially infectious materials while performing their job.

Who enforces the Bloodborne Pathogens standard?

The Public Employee Safety and Health (PESH) Bureau at the New York State Department of Labor protects the occupational health of public employees. This office adopts all of OSHA's regulations including the Bloodborne Pathogens Standard and enforces them.

Who is covered by the standard?

All employees who could be "reasonably anticipated" to come into contact with blood or other potentially infectious materials as the result of performing their assigned job duties are covered by the standard.

Some NYCDOE employees with occupational exposure include, school nurses, school health aides, paraprofessionals, law enforcement personnel, medical waste handlers, employees assigned to AED, CPR and first-aid response duties, some special education staff, physical education instructors, district 75 staff, housekeeping personnel, laboratory personnel, plumbers, glazers, custodial cleaners, and other workers where assigned duties which put them at risk of occupational exposure. See the Exposure Control Plan for a complete listing.

How does the standard protect me?

The Bloodborne Pathogens Standard requires employers to do the following:

- Establish an **exposure control plan**. Employers are required to identify, in writing, tasks and procedures as well as job classifications where occupational exposure to blood occurs – without regard to personal protective clothing and equipment. The plan must be accessible to employees, their unions, and available to OOSH, and PESH. Employers must review and update it at least annually to accommodate workplace changes.
- Conduct an **exposure determination** to identify occupationally exposed employees.
- Instruct all employees to practice **Universal Precautions**. This is an approach to infection control that requires people to treat all human blood and certain body fluids as if they are infected with bloodborne pathogens.
- Use **engineering controls** to isolate or remove the bloodborne pathogen hazard from the workplace. These include sharps disposal containers and red bags, self sheathing needles, and safer medical devices such as sharps with engineered sharps-injury protection and needle less systems. 
- Enforce **work-practice controls** that reduce the likelihood of exposure by changing the way a task is performed. These include appropriate procedures for hand washing, sharps disposal, laundry handling, and cleaning contaminated material.
- Establish **house keeping practices** that keep the worksite clean and sanitary. Implement written procedures for cleaning and decontaminating work surfaces.
- Select and provide **personal protective equipment (PPE)** such as gloves, gowns, and masks and ensure its use. PPE must be worn in occupational exposure situations. The type and characteristics of personal protective equipment will depend upon the task and degree of exposure anticipated. 

- Make **hepatitis B vaccinations** available to all employees with occupational exposure to bloodborne pathogens at no cost to the employee. Employees may refuse the vaccine when it is offered, but can change their mind at a later date.



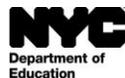
- Provide **post-exposure follow-up** at no cost to employees who experience an exposure incident. This includes immediate medical follow-up, testing employee's blood, and counseling. All diagnosis must remain confidential. An employee declining medical attention and evaluation must provide a reason in writing. All medical expenses incurred because of an occupational exposure incident will be paid and/or reimbursed by the Department of Education. Forms and supporting documentation must be submitted to the New York City Department of Education, Medical Bureau, Claims Unit: 65 Court Street, Room 209, Brooklyn, New York 11201, telephone number 718 935-2742. Your Site Administrator will be able to assist you in filing the appropriate forms.

- **Use labels and signs** to communicate hazards. Attach warning labels to sharp containers and red bags.

- Provide **information and training** to employees on initial assignment, then at least annually. Training must be provided during work hours. Ensure that training covers the standard, type and spread of bloodborne pathogens, the employer's plan, how to identify and respond to exposure incidents, the use of personal protective equipment, the right to receive or decline the hepatitis B vaccine. Keep training records, for three years.



- Maintain **medical records** for the duration of employment plus 30 years. Maintain sharps injury logs for five years.



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