

Bloodborne Pathogens

Description:

OSHA standard that applies to all occupational exposure to blood or other potentially infectious materials and bodily fluids as defined in paragraph (b) of the regulation. Prevention of exposure to pathogens such as human immunodeficiency virus (HIV) and hepatitis B and C (HBV and HCV) is one of the main purposes of the standard.

Regulatory Reference

29 CFR §1910.1030 Bloodborne pathogens

Applies to:

Employees whose duties, such as providing first aid to an injured employee or janitorial duties, might bring them into contact with potentially infectious materials.

General Requirements:

1. Employers having one or more employee with occupational exposure must have a written Exposure Control Plan that is reviewed and updated annually and made available to employees.
2. Affected employers must also prepare a list of all job classifications that have an occupational exposure and a list of all tasks and procedures in which occupational exposure may occur.
3. Where there is occupational exposure, the employer must provide, at no cost to the employee, appropriate personal protective equipment.
4. The employer must also provide instructions, supplies and disposal materials for employees to use in the event of contamination of work surfaces or contact with contaminated materials.
5. The employer must maintain accurate medical records for each employee who has an occupational exposure. The records must be kept confidential and not disclosed or reported without the written consent of the employee.

Training Requirements:

Training must be provided for affected employees who have no prior experience in handling human pathogens. Records of the training must be kept for 3 years from the date of the training. The training documentation must include the name and social security number of the employee trained, the name and qualifications of the trainer and a description of the training, and the name and titles of all persons attending the training session(s).

Maintenance and Review

Annual review of written Exposure Control Plan is required.

Lists of applicable job descriptions must be maintained along with training records.

Training records must be maintained for 3 years after the training session.

Required medical records must be maintained for the duration of the employee's employment plus 30 years.

Additional Information and Resources

Training may be available along with first aid and cardio-pulmonary resuscitation (CPR) training from local American Red Cross Chapters.

A company physician, an occupational/industrial hygienist or other health and medical professionals may be of assistance in developing programs and reviewing procedures.