
Training Curriculum

Bloodborne

Pathogens Training

TABLE OF CONTENTS

• Training Goal:		2
• Nurse's or Safety Director Responsibility:		2
• Module A:	Bloodborne regulations	2-3
• Module B:	Bloodborne pathogens	3
• Module C:	How bloodborne diseases are contracted	3-4
• Module D:	The Exposure Control Plan	4-5
• Module E:	Engineering controls	5
• Module F:	Handwashing facilities	6
• Module G:	Housekeeping	5
• Module H:	Hepatitis B vaccine	7
• Module I:	Exposure response	6-8
• Module J:	Exposure incident follow-up	8-9
• Module K:	Biohazard signs and labels	9-10
● Module L:	Review medical recordkeeping	10

Institution Training

Bloodborne Pathogens Training

Training Goal:

Provide employees with awareness about the threats posed by Bloodborne pathogens such as AIDS, Hepatitis B and Hepatitis C.

Safety Responsibility:

To ensure that employees have a trained response to bloodborne incidences.

Module A: Bloodborne Regulations

Provide a copy of the regulation while you explain the contents.

Contents: Lecture on who is covered under this program and the general nature of the regulation.

- Environments and personnel that are covered by the regulation include: first responders such as fire, police, paramedics and ambulance operations, medical equipment repair technicians, medical practices, dental practices, barbers and cosmetologists, funeral directors and morticians, and police crime lab personnel. Doing activities such as: Environmental Services, Housekeeping, Maintenance and Cleaning, Waste Handling/Disposal, and Laboratory Operations.
- Nature of the Bloodborne program is covered through the following topics: Epidemiology, symptoms, and modes of transmission of bloodborne pathogens, exposure control plan, methods that prevent or reduce exposure, reason behind PPE selection, information of the Hepatitis B Vaccine, appropriate actions in emergency involving potentially infectious material, exposure and post exposure procedures, signs and labels.

Trainer's Notes: If an employee can reasonably anticipate facing contact with blood and/or other potentially infectious materials as part of his/her job

duties, they should receive this training including an opportunity for interactive questions and answers.

Module B: Bloodborne Diseases

Describe the epidemiology and symptoms of bloodborne diseases.

Contents: Lecture employees on basic body chemistry as it relates to these bloodborne viruses.

- Micro-organisms: Hepatitis B (HBV) explanation and symptoms, Hepatitis C (HCV) explanation and symptoms, Human Immunodeficiency Virus (HIV) explanation and symptoms.
 - HIV- Rapid Weight Loss, Dry Cough, Unexplained Fatigue, Swollen Lymph Glands, Diarrhea, Unusual Blemishes, Memory Loss.
 - HBV- Jaundice, Fatigue, Abdominal Pain, Loss of Appetite, Nausea, Joint Pain
 - HCV- Jaundice, Fatigue, Dark Urine, Abdominal Pain, Loss of Appetite, Nausea.
- Bloodborne Pathogens are substances that are carried by the blood or other body fluids and cause illness or injury to the body. Viruses and bacteria are pathogens and many are “bloodborne.”

Trainer’s Notes: Referencing CDC contamination numbers provide employees an understanding of the prevalence of bloodborne pathogens. Leave time for a question and answer period.

Module C: How Bloodborne Diseases are Contracted

Explain how employees may contract these diseases.

Contents:

- Lecture on the specific workplace situations and or contexts that may occur: Cuts from other contaminated sharps (broken glass, razor blades), Contact of mucous membranes (for example the nose) or broken (cut or abraded) skin with contaminated blood, Other exposures- Shared needles,

razors, toothbrushes, and sex. Leave time for a question and answer period.

- Note the potential dangers associated with vomit, urine, feces, cuts, and other potential exposure situations. Demonstrate possible exposure situations using examples from your own institution or drawn from your industry.
- Treat all blood and body fluids as if they were contaminated with a bloodborne pathogen: Body fluids beyond blood: Semen, Vaginal secretions, Cerebrospinal fluid, Synovial fluid, Pleural fluid, Pericardial fluid, Amniotic fluid.

Trainer's Notes: Again, stress the types of contact necessary for contracting these types of viruses. : Emphasize body substance isolation and universal precautions. It is not important to be a biologist or chemist, just understand the basics of these diseases and stress the types of contact that must be made for these diseases to spread. Leave time for a question and answer period.

Module D: The Exposure Control Plan

Explain the company's Exposure Control Plan.

Contents: Explain the site specific written program. Include the following:

- Identification of job classifications and duties where there is possible exposure to blood and other potentially infectious materials.
- A schedule of how and when the provisions of the standard will be implemented, (include schedules and methods for communication of hazards to employees.)
- Hepatitis B vaccination and post-exposure evaluation and follow-up. This will be explained in-depth later in the training.
- Record keeping and the implementation of: engineering and work practice controls.
- Personal protective equipment, housekeeping and procedures for evaluating an exposure incident.

Trainer's Notes: Include descriptions of the company's evaluation of risk and the job classifications falling into the occupational exposure category. Leave time for a question and answer period.

Module E: PPE, Work Practices, Engineering Controls

Go through engineering controls affecting this group of trainees.

Contents: Lecture on PPE, work practices, engineering controls.

- PPE: Gloves, Gowns, Face shields, Eye protection, Mouthpieces and resuscitation devices must be removed when personnel leave area of contamination.
- Many people are allergic to latex and need to have gloves made of other materials that also provide effective barrier protection.
- Work Practices: No handling contaminated sharps by untrained personnel, discard sharps in puncture proof containers marked with biohazard symbol, discard non sharps (gloves, linen) in appropriate biohazard containers (not in sharps box), Wash hands after removing gloves and as soon as possible after exposure, No food or smoking in possible contamination areas. (show examples of biohazard containers)
- Engineering controls: point out such things as sharps boxes.

Trainer's Notes: Make sure PPE uses and limitations are covered. Leave time for a question and answer period.

Module F: Hand Washing Facilities

Describe location of hand washing facilities.

Contents: Lecture on how to properly disinfect hands and where to find washing facilities.

- Make sure employees understand they must wash their hands immediately after removing gloves or other protective equipment, and after any hand contact with blood or potentially infectious fluids.
- If a sink isn't available for hand washing, antiseptic cleansers must be provided. Be sure to wash with soap and water as soon as possible.

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- Stress that eating, drinking, applying cosmetics or lip balm, and handling contact lenses are prohibited in areas where there is a potential for exposure.

Trainer's Notes: Leave time for a question and answer period.

Module G: Housekeeping

Discuss housekeeping and discuss continual housekeeping inspections.

Contents: Lecture on the good housekeeping techniques that are necessary to minimize the risk of occupational exposure to potentially infectious materials. Include the specific procedures that must be followed in the event of such incidences.

Wearing proper PPE while disinfecting with 1:10 bleach solution (minimum 1:10): Glove use and disposal of soiled cleaning materials, eye and face protection if potential splashing, shoe covers if large fluid quantities, removal of contaminated materials- gloves last. (demonstrate how to correctly remove gloves)

Trainer's Notes: Stress that equipment and work areas must be cleaned and decontaminated as soon as possible after contact with any blood or potentially infectious fluids. Make sure that you are prepared with proper procedures and protective practices before getting involved. Leave time for a question and answer period.

Module H: The Hepatitis B Vaccine

Describe the Hepatitis B vaccine, including its efficacy, safety, method of administration, and the benefits of getting the vaccination.

Contents: Lecture on the risk of infection by the hepatitis B virus.

- Explain that the Hepatitis B (HBV) vaccine is available to anybody who has an occupational exposure to blood or another potentially infectious material.
- Free of charge at a reasonable time and place and offered within 10 days of occupational exposure- must be preformed by a licensed healthcare provider.

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- Workers may decline the vaccine but must sign a written "declination form." A worker may change his/her mind at any time, and the employer must then provide the vaccination, within 10 days of occupational exposure.
 - Give out vaccine information sheet.

Trainer's Notes: Stress that the vaccination is made available free of charge for employees who have occupation exposure. Leave time for a question and answer period.

Module I: Exposure Response

Describe your company's procedure for responding to a worker who has been exposed to blood or other potentially infectious material on the job. Include the worker's individual action steps.

Contents: Lecture on a potential exposure incident. Discuss the medical evaluation.

- Documentation of the route(s) of exposure, and the circumstances under which the exposure incident occurred.
- Identification and documentation of the source individual, unless the employer can establish that identification is infeasible or prohibited by state or local law.
 - The source individual's blood shall be tested as soon as feasible and after consent is obtained in order to determine HBV and HIV infectivity. If consent is not obtained, the employer shall establish that legally required consent cannot be obtained. When the source individual's consent is not required by law, the source individual's blood, if available, shall be tested and the results documented.
 - When the source individual is already known to be infected with HBV or HIV, testing for the source individual's known HBV or HIV status need not be repeated.
 - Results of the source individual's testing shall be made available to the exposed employee, and the employee shall be informed of applicable laws and regulations concerning disclosure of the identity and infectious status of the source individual.
 - Collection and testing of blood for HBV and HIV serological status.

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- The exposed employee's blood shall be collected as soon as feasible and tested after consent is obtained.
 - If the employee consents to baseline blood collection, but does not give consent at that time for HIV serologic testing, the sample shall be preserved for at least 90 days. If, within 90 days of the exposure incident, the employee elects to have the baseline sample tested, such testing shall be done as soon as feasible.

Trainer's Notes: Medical information that is not employee specific is confidential. Leave time for a question and answer period.

Module J: Exposure incident follow-up

- Describe the follow-up available to workers involved in an exposure incident. Include medical and post-exposure evaluation and follow-up.

Contents: Lecture on the institution post-incident procedures.

- Document routes of exposure and how exposure occurred.
- Record injuries from contaminated sharps in a sharps injury log, if required.
- Obtain consent from the source individual and the exposed employee and test blood as soon as possible after the exposure incident.
- Provide risk counseling and offer post-exposure protective treatment for disease when medically indicated.
- Provide written opinion of findings to employer and copy to employee within 15 days of the evaluation.

Trainer's Notes: Stress to the employee the importance of the follow-up and that it is at no cost to the employee. Leave time for a question and answer period.

Module K: Biohazard Signs and Labels

Show the signs and labels your company uses to warn workers of biohazards.

Contents: Demonstrate the use of containers, bags, signs and labels.

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- DOT Hazardous Materials Labels.



- OSHA's Biohazard bags, containers, and labels.



Infectious Waste Bags Sharps Container Biohazard Stickers

- Biohazard Infectious Waste Isolation Kit.



Trainer's Notes: Talk about the similarities and differences between DOT Hazardous Materials Labels and Markings, and OSHA's Biohazard labels. Review Isolation Kit contents. Leave time for a question and answer period.

Module L:

Review Medical Record keeping

Review medical record keeping.

Contents: Lecture on the length of time a record must be maintained and who has access to the record.

- In addition to consulting the employee, the health care provider will provide a written report to employer. This report simply identifies whether the hepatitis B vaccination was recommended for the exposed employee and whether or not the employee received the vaccination. The health care provider also must note that the employee has been informed of the results of the evaluation and told of any medical conditions resulting from exposure to blood which require further evaluation or treatment. Any added findings must be kept confidential.
- Medical records must remain confidential. They are not available to the employer. The employee must give specific written consent for anyone to see the records. Records must be maintained for a duration of employment plus 30 years in accordance with OSHA's standard on access to employee exposure and medical records.

Trainer's Notes: Make sure that employees understand that their own records must be made available to them upon request. Leave time for a question and answer period.