

# Information for Employers

## Complying with OSHA's Bloodborne Pathogens Standard

The Bloodborne Pathogens Standard applies to employees who have **occupational exposure** (reasonably anticipated job-related contact with blood or other potentially infectious materials).

The three most common bloodborne pathogens (BBPs) are human immunodeficiency virus (HIV), hepatitis B virus (HBV), and hepatitis C virus (HCV).



## Resources for Employers

This flyer is being sent to employers as an aid to understanding and complying with the Occupational Safety and Health Administration (OSHA) Bloodborne Pathogens Standard. This standard seeks to prevent serious occupational infections among employees.

### OSHA

Bloodborne Pathogens and Needlestick Prevention  
[www.osha.gov/SLTC/bloodbornepathogens/index.html](http://www.osha.gov/SLTC/bloodbornepathogens/index.html)

OSHA Federal and State Plans Offices  
[www.osha.gov/html/oshdir.html](http://www.osha.gov/html/oshdir.html)  
[www.osha.gov/dccsp/osp/index.html](http://www.osha.gov/dccsp/osp/index.html)

### CDC

NIOSH Bloodborne Pathogens Topic Page  
[www.cdc.gov/niosh/topics/bbp](http://www.cdc.gov/niosh/topics/bbp)

Protecting Healthcare Workers from Bloodborne Pathogens  
[www.cdc.gov/ncidod/dhqp/wrkrProtect\\_bp.html](http://www.cdc.gov/ncidod/dhqp/wrkrProtect_bp.html)

### Publications/Web Documents

Sharps Safety Workbook (2004)  
[www.cdc.gov/sharpssafety](http://www.cdc.gov/sharpssafety)

*Model Plans and Programs for the OSHA Bloodborne Pathogens and Hazard Communications Standards* (2003)  
OSHA Publication No. 3186  
[www.osha.gov/Publications/osha3186.pdf](http://www.osha.gov/Publications/osha3186.pdf)

*Medical & Dental Offices: A Guide to Compliance with OSHA Standards* (2003)  
OSHA Publication No. 3187  
[www.osha.gov/Publications/osha3187.pdf](http://www.osha.gov/Publications/osha3187.pdf)

*NIOSH Alert: Preventing Needlestick Injuries in Health Care Settings* (1999)  
DHHS (NIOSH) Publication No. 2000-108  
[www.cdc.gov/niosh/2000-108.html](http://www.cdc.gov/niosh/2000-108.html)

### Safety Device Information and Device Evaluation Tools

University of Virginia International Healthcare Worker Safety Center  
[www.healthsystem.virginia.edu/internet/epinet/safetydevice.cfm](http://www.healthsystem.virginia.edu/internet/epinet/safetydevice.cfm)

ECRI Institute  
[www.ecri.org](http://www.ecri.org)

Needle-Free Injection Technology  
[www.cdc.gov/vaccinesafety/vaxtech/nfit](http://www.cdc.gov/vaccinesafety/vaxtech/nfit)

International Sharps Injury Prevention Society  
[www.isips.org/safety\\_products.html](http://www.isips.org/safety_products.html)

Association of Needle-Free Injection Manufacturers  
[www.anfim.com](http://www.anfim.com)

Premier, Inc. Sharps Injury Prevention  
[www.premierinc.com/needlestick](http://www.premierinc.com/needlestick)

TDICT Project  
[www.tdict.org/performance.html](http://www.tdict.org/performance.html)  
[www.tdict.org/evaluation2.html](http://www.tdict.org/evaluation2.html)

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U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES  
Centers for Disease Control and Prevention  
National Institute for Occupational Safety and Health  
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Cincinnati, OH 45226-1998

To receive documents or other information about occupational safety and health topics, contact NIOSH at  
Telephone: 1-800-CDC-INFO (1-800-232-4636)  
TTY: 1-888-232-6348  
E-mail: [cdcinfo@cdc.gov](mailto:cdcinfo@cdc.gov)  
or visit the NIOSH Web site at [www.cdc.gov/niosh](http://www.cdc.gov/niosh).

For a monthly update on news at NIOSH, subscribe to NIOSH eNews by visiting [www.cdc.gov/niosh/eNews](http://www.cdc.gov/niosh/eNews).

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## OSHA's Free On-Site Consultation Service

If you need help, OSHA offers a free, on-site safety and health consultation service.

The On-site Consultation Program is a broad network of occupational safety and health services funded primarily by federal OSHA but implemented by state governments using highly qualified occupational safety and health professionals.

The On-site Consultation Program is completely separate from OSHA enforcement operations.

A consultant does not issue citations or impose penalties.

Consultation is a confidential service. For more information on the On-site Consultation Program, visit:

[www.osha.gov/dcsp/smallbusiness/consult.html](http://www.osha.gov/dcsp/smallbusiness/consult.html).

*The consultant can:*

- Help you recognize hazards in your workplace.
- Suggest approaches or options for solving a safety or health problem.
- Identify sources for further help.
- Provide a written report that summarizes their findings.
- Assist you in developing or maintaining an effective safety and health program.
- Offer training for you and your employees.

Request this service by calling or writing the On-site Consultation Program in your state. For contact information, visit:

[www.osha.gov/dcsp/smallbusiness/consult\\_directory.html](http://www.osha.gov/dcsp/smallbusiness/consult_directory.html).

## Exposure Control Plan

Identify job classifications, tasks, and procedures where there is *occupational exposure*.

Establish a written Exposure Control Plan and make it available to employees. Review and update it annually.

## Safety Devices

Evaluate medical devices with engineered sharps injury protections (safety devices).

Use appropriate, effective, and commercially available safety devices.

Involve front-line employees in the evaluation and selection process.

Document the evaluation and selection of safety devices annually.

## Hepatitis B Vaccination

Offer free hepatitis B vaccinations to all employees with *occupational exposure* to blood or other potentially infectious materials (OPIM).



## Other Controls

Ensure that employees comply with Universal Precautions.

Use engineering and work practice controls to eliminate or minimize employee exposure.

Provide and ensure the use of appropriate personal protective equipment, such as gloves, gowns, lab coats, face shields or masks and eye protection, and mouthpieces, resuscitation bags, pocket masks, or other ventilation devices.

Ensure that contaminated sharps are disposed of in proper sharps disposal containers.

## Post-Exposure Incident Procedures

Establish a procedure for post-exposure evaluation and follow-up.

Document the route of exposure and other circumstances. Identify the source individual where feasible.

Offer post-exposure medical evaluation by a healthcare professional at no cost to employees.

Test the source individual's blood for BBPs where possible, and test the exposed employee's blood after consent is obtained.

Ensure the provision of post-exposure medication when medically indicated and as recommended by the Department of Health & Human Services.

## Training

Train *occupationally exposed* employees at initial assignment and at least annually by a knowledgeable person.

Training must include a number of elements, such as:

- An accessible copy of the BBP standard (29 CFR 1910.1030).
- Information on the epidemiology and symptoms of bloodborne diseases.
- Information on modes of transmission of BBPs.
- Description of employer's Exposure Control Plan and how to get a copy.
- How to recognize tasks that may involve exposure to blood or OPIM.
- Use and limitations of methods to reduce exposure, including engineering controls, work practices, and personal protective equipment.
- Information on the hepatitis B vaccine.
- What to do and whom to contact after an exposure.
- Information on post-exposure evaluation and follow-up.
- An opportunity for interactive questions and answers.

This is not a complete list or description of employers' responsibilities. For more information, see [www.osha.gov/SLTC/bloodbornepathogens/index.html](http://www.osha.gov/SLTC/bloodbornepathogens/index.html).