



## BLOOD-BORNE PATHOGENS EXPOSURE CONTROL PLAN

This exposure plan is established to protect occupationally exposed employees from hazards of blood-borne pathogens, in particular Hepatitis B Virus and HIV. The Safety Department is responsible for the establishment, implementation and maintenance of all aspects of this Exposure Control Program. These procedures will be reviewed and updated in accordance with the applicable regulations.

### A. DEFINITIONS

**Blood:**

Human blood, human blood components and products made from human blood.

**Blood-borne Pathogens:**

Pathogenic micro-organisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to Hepatitis B Virus (HBV) and Human Immunodeficiency Virus (HIV).

**Contaminated:**

The presence or the reasonably anticipated presence of blood, or other potentially infectious materials on an item or surface.

**Decontamination:**

Use of physical or chemical means to remove, inactivate or destroy blood-borne pathogens on a surface or item to the point where they are no longer capable of transmitting infectious particles and the surface or item is rendered safe for handling, use or disposal.

**Exposure Incident:**

A specific eye, mouth, other mucous membrane, non-intact skin or parenteral contact with blood or other potentially infectious materials that results from the performance of an employee's duties.

### B. EXPOSURE DETERMINATION

Designated first aid responders are the affected employees who are considered exposed, or will potentially be exposed to blood and/or other potentially infectious materials. Trauma counselling will be available for individuals who believe they have been exposed to potentially infectious material.

### C. EXPOSURE CONTROL

- (1) Universal precautions must be observed to prevent contact with blood or other potentially infectious materials. All employees that perform first aid/CPR should use the proper personal protective equipment.
- (2) Hand washing facilities will be provided at each job site. This may consist of, running water and soap or antiseptic hand cleanser or towelette. Employees must wash hands and any other skin immediately following contact of such body areas with blood or other potentially infectious materials.
- (3) PERSONAL PROTECTIVE EQUIPMENT:
  - (a) Disposable rubber gloves shall be worn when the employee may have contact with blood.
  - (b) Pocket masks or mouthpieces will be used while performing CPR.
  - (c) Avoid sharing PPE which may have been exposed to blood products without proper cleaning and disinfecting.
- (4) HOUSEKEEPING:
  - (a) All equipment and working surfaces must be cleaned and decontaminated after contact with blood or other potentially infectious materials. The decontamination shall occur as soon as feasible, using an appropriate disinfectant (Bleach-Water 1:10 concentration).
  - (b) All contaminated materials (ie. gloves, pocket masks or clothing) shall be collected and sealed in a plastic bag marked Biohazard for proper disposal, as per regional legislation.



#### **D. POST EXPOSURE EVALUATION AND FOLLOW-UP**

Following report of an exposure incident, the exposed employee will be provided a confidential medical evaluation and follow-up including:

- (1) Documentation of the route of exposure, and the circumstances of the exposure incident.
- (2) Identification and documentation of the source individual.
- (3) Source individual's blood will be tested for HBV/HIV antigens as soon as feasible after exposure.
- (4) Exposed individual will be advised of source individual's test results and informed of applicable laws and regulations concerning disclosure of identity and infectious status of the source individual.
- (5) Trauma counselling will be available if necessary.

#### **E. AWARENESS**

- (1) Employees will be made aware of potential hazards:
  - (a) A review of the local legislative requirements of the Blood-borne Pathogens Program and company Exposure Control Plan.
  - (b) A general explanation of the epidemiology and symptoms of blood-borne diseases.
  - (c) An explanation of the modes of transmission of blood-borne pathogens.
  - (d) An explanation of the use and limitations of methods that will prevent or reduce exposure including appropriate work practices, and personal protective equipment.
  - (e) An explanation of the procedures to follow if an exposure incident occurs, including the method of reporting the incident and the medical follow-up that will be made available.

#### **F. RECORD KEEPING**

- (1) Medical Records - an accurate record for each employee with occupational exposure will be kept in a confidential file.
- (2) Training Records - training records will include the dates, content, names of those attending and the name of the person conducting the training.