

SUBJECT: EXPOSURE CONTROL PLAN - ENGINEERED SHARPS INJURY PROTECTION	REFERENCE #1020
DEPARTMENT: HOSPITALWIDE	PAGE: 1 OF: 2
APPROVED BY:	EFFECTIVE: REVISED:

PURPOSE:

- The main purpose of engineered sharps safety is to increase protection from sharps injuries, which can transmit HIV, Hepatitis B, Hepatitis C and other blood borne pathogens. This is accomplished by stronger requirements for employers to use needles and other sharps which are engineered to reduce the chances of inadvertent needle sticks or other sharps injuries.
- Also required is for employers to keep a sharps injury log, which records the date and time of each sharps injury as well as the type and brand of device involved in the exposure incident, the task being done when the injury occurred and whether the injury occurred before, during or after the task was performed. See attached example.

DEFINITIONS:

- Sharp:
 - Any object that can reasonably be anticipated to penetrate the skin or to other parts of the body such as needle devices, scalpels, lancets, etc. Other items that are not sharp, but could be if broken, are included such as glass objects and capillary tubes.
- Engineered Sharps Injury Protection
 - A physical attribute built into a device or into a non-needle sharp that effectively reduces the risk of an exposure incident.
- Sharps Injury:
 - Any injury caused by a sharp, including but not limited to, needle sticks, cuts, or abrasions.
- Medical Procedures Requiring Safety Devices:
 - Accessing a vein or artery
 - Withdrawal of body fluids
 - Administration of medications or fluids
 - Any procedure involving the potential for an exposure incident for which a needle device with engineered sharps injury protection is available.

SUBJECT: EXPOSURE CONTROL PLAN	REFERENCE #1019
DEPARTMENT: INFECTION CONTROL	PAGE: 1 OF: 4
	EFFECTIVE:
APPROVED BY:	REVISED:

POLICY:

- The purpose of the Exposure Control Plan is to identify workers who are at risk or are potentially at risk for occupational exposure to blood or other potentially infectious materials and therefore are at risk for exposure to HIV and HBV.
- This plan will be made available to all employees upon hire. A copy is included in the Employee Health Policies and reviewed with all employees on an annual basis at least.
- Exposure Determination:
 - Job Classifications in which all employees have occupational exposure:
 - Nursing personnel
 - Physicians
 - Respiratory Therapy personnel
 - Radiology/Nuclear Medicine personnel
 - Central Services
 - Laboratory
 - Job Classifications in which some employees have occupational exposure:
 - Housekeeping personnel
 - Pharmacy personnel
 - Transporters
 - Physical Therapy
 - Occupational Therapists

SUBJECT: TUBERCULOSIS CONTROL PROGRAM	REFERENCE #1006
DEPARTMENT: INFECTION CONTROL	PAGE: 2 OF: 4
APPROVED BY:	EFFECTIVE: REVISED:

- If applicant has had a significant Mantoux (PPD) in the past and has been adequately treated with anti-Tuberculin medication:
 - He/she will be required to have a pre-employment chest x-ray taken.
 - If chest x-ray shows no activity, applicant may be hired. If chest film suggests recent activity, applicant will be referred to his/her private physician and will not be allowed to work until four weeks of treatment on anti-TB drugs has passed.
 - He/she will be required to answer a Tuberculosis questionnaire annually.
- If applicant had active TB in the past and:
 - Documented proof of adequate treatment with anti-Tuberculin medication, documentation from employee's personal physician will be required before the employee begins work.
 - A pre-employment chest x-ray will be necessary.
 - A yearly TB questionnaire will be required.
- An applicant who has received BCG vaccination and has no history of Tuberculosis will receive a Mantoux (PPD) skin test using 1 TU strength. If this skin test is negative, then a second dose of PPD using 5 TU strength PPD will be given one week later. If the induration is greater than 10 mm, and the BCG was given more than one year ago, treat the employee as if recently infected. If <10 mm it is considered a negative skin test and the applicant may start work immediately.
- Repeat Exams:
 - Determine frequency of PPD testing of non-reactors by risk assessment (occupation and work area)
 - All persons at risk for prolonged exposure to an unmasked coughing, suspected or conformed smear positive TB patient should have PPD and symptom review every 6 months (or more often if skin test conversions are occurring).
 - All other PPD negative staff should have annual PPD skin testing.
 - All documented PPD reactors must have:

SUBJECT: EMPLOYEE HEALTH PROGRAM	REFERENCE #1001
DEPARTMENT: INFECTION CONTROL	PAGE: 1 OF: 3
APPROVED BY:	EFFECTIVE: REVISED:

POLICY:

- It is the policy of this organization to assess each employee's physical ability to perform the job applied for by performing a pre-employment physical examination and annual Laboratory assessment each year on the employee's employment anniversary date to assure continued physical ability to perform the job.
- These physical examinations will contain the following items and expenses that will be the responsibility of the organization:
 - PPD skin test or chest x-ray at the time of hire and on annual basis;
 - Urinalysis, CBC;
 - Physical history, provided on an official form, from employee;
 - Physical exam by our physician or private physician.
- Final determination of an employee's ability to work or continue work is at the discretion of the physician performing the examination. The employee may elect to have the examination performed by his/her family physician in which case, all expenses are the responsibility of the employee and are not covered by this organization.
- An employee's failure to successfully complete the physical examination may lead to discharge, permanent transfer to another position or other action as deemed necessary by the physician and the Administrator.
- Furthermore, it is the policy of this organization to require satisfactory evidence of physical ability to return to work for any employee who is off work for more than 3 days due to illness. Satisfactory evidence is a written physician statement that the employee is physically able to resume job duties, free from active communicable diseases and/or asymptomatic.
- Pre-Employment Physical Examination:
 - A complete physical examination is required prior to employment.
 - Physical examinations for new employees will be set up in the Human Resources Department before the employee begins work and may include the following:
 - Request for chest x-ray or TB skin test;

