

MBAA Safety Tool Box Talk



Bloodborne Pathogens

OVERVIEW

OSHA requires employers to provide medical care for injured employees (CFR Part 1910.151 (b) calls for first aid training when medical services are not, "in near proximity" - This is because the brain starts dying within 4-6 minutes from lack of blood flow/oxygen and the national average 911 response time is 7 minutes). The OSHA standard for *Bloodborne Pathogens, Title 29 Code of Federal Regulations* (CFR) Part 1910.1030, requires employers evaluate who can provide this care - or clean up after, train them to provide this care, protect them from diseases that are carried by blood and establish a written program to spell out these procedures.

APPLICABILITY

This Bloodborne Pathogen standard applies to all employers.

The following are the minimally acceptable elements of this program:

1. A nationally recognized First Aid/CPR training program must be used. (American Red Cross, National Safety Council, and/or American Heart Association) .
2. First aid supplies and protective equipment needs to be available,
3. An evaluation of Bloodborne Pathogen exposures needs to be determined.
 - a. A Hep B Vaccination must be offered.
 - b. A "Declination Sheet" must be signed by the employee if they refuse the vaccination,
 - c. The vaccinations must be given at no cost to the employee and on company time.
 - d. Follow-up blood testing must be done to confirm the success of the vaccination.

e. A written program is required.

WHO CAN RUN THE PROGRAM?

The person responsible for this program must be someone who by training has knowledge of the requirements of this program - not necessarily a medical provider. A medical provider has to be consulted for parts of the program such as for Hepatitis B Vaccinations, follow-up and exposure incident follow-up.

TRAINING

Employees must be trained annually to ensure that they know, understand, and follow first aid/CPR procedures including how to protect themselves from Bloodborne Pathogens. When you do the First Aid/CPR/AED (Done every two years) training will cover the Bloodborne Pathogens - make sure you get confirmation of that. In-between those trainings you should conduct your own training by talking about your company's accidents, how first aid response worked and try to plug holes in your procedures.

PROGRAM REQUIREMENTS

Employers must implement and enforce a Bloodborne Pathogen program that consists of the following requirements:

- Conduct a hazard assessment to determine which employees will be covered under this program.
- Determine who is in charge of the program.
- Arrange for Hepatitis B Vaccinations. (You might be able to use your county Health Department.)
- Document that the Hepatitis B Vaccinations have been effective.
- If an employee has been in the military recently, gone to college in the last ten years or is under 21 they probably have had their Hepatitis B Vaccination. If they cannot prove it with a doctor's note have them sign

the "Declination Sheet" - you must have one or the other.

- You must use the exact wording in the "Declination Sheet" in Appendix A of the Bloodborne Pathogen Standard..

HOW TO FORM A FIRST AID SQUAD

1. Go the volunteer route - realize that when volunteers have to respond to bloody employees they may not want to do it..
2. Go the job description route - making your supervisors or management responsible..
3. Provide first aid kits in departments or give each trained first aid responder a personal first aid kit..
4. Instruct all other employees that unless they are trained in first aid they must not treat an injury.

COMMON MISTAKES

1. Lacking Hepatitis B Vaccinations.
2. Not obtaining proof of vaccinations or getting the signed "Declination Sheet".
3. Allowing employees not trained in First Aid provide treatment..
4. Hiding behind the false assumption that employees volunteer under the Good Samaritan Act

LINKS

- [OSHA's Quick Reference Guide to the Bloodborne Pathogen Standard](#)
- [OSHA Fact Sheet on Bloodborne Pathogens](#)

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