

The following is intended as a guide for compliance with Michigan Occupational Safety and Health Administration (MIOSHA) rules. This guide was created to specifically assist Adult Foster Care, Homes for the Aged, Assisted Living and other nursing and residential care facilities.

The MIOSHA [Act 154 of 1974](#) states, “Employers shall furnish to each employee, employment and a place of employment that is free from recognized hazards that are causing, or are likely to cause, death or serious physical harm to the employee.” The following represents some of the rules and hazards within nursing and residential care facilities.

Providers should review each of the MIOSHA rules and topics on the checklist to determine which are applicable to their organization.

### **Recordkeeping - MIOSHA Administrative Standard [Part 11, Recording and Reporting of Occupational Injuries and Illnesses](#)**

Who must record and report? If your company had 10 or fewer employees at all times during the last calendar year, you do not need to keep MIOSHA injury and illness records unless requested to do so by MIOSHA, OSHA or the Bureau of Labor Statistics. These requests would be sent to you by mail.

What must be recorded? You must consider an injury or illness to be work-related if an event or exposure in the work environment either caused or contributed to the resulting condition or significantly aggravated a preexisting injury or illness.

[MIOSHA Recordkeeping Forms 300, 300A and 301 \(Excel Spreadsheet Versions\)](#)

[MIOSHA Form 300 - Log of Work-Related Injuries and Illnesses](#)

[MIOSHA Form 300A - Summary of Work-Related Injuries and Illnesses](#)

[MIOSHA Form 301 - Injury and Illness Incident Report](#)

[Injury Tracking Application \(ITA\) | Occupational Safety and Health Administration](#)

### **[MIOSHA Required Posters](#)**

### **Hazard Communication (chemicals used in the workplace) - General Industry Standard [Part 92, Hazard Communication](#) and [Part 430, Hazard Communication](#)**

#### **Required Elements of the Hazard Communication Standard:**

- Written Program (needs to be site specific to the chemical hazards at the facility) - [Sample written hazard communication program](#)
- Safety Data Sheet (SDS) posters - [Workplace Posters](#)
- Container labeling (secondary containers)
- Safety Data Sheets (SDSs)
- Employee training - [Compliance Guide, Right-to-Know](#)
- Chemical inventory list

The Department of Labor and Economic Opportunity is an equal opportunity employer/program.

**Personal Protective Equipment (PPE)** – General Industry Standard [Part 33, Personal Protective Equipment](#) and [Part 433, Personal Protective Equipment](#)

**Elements of the PPE Standard:**

- Written Hazard Assessment Certification - [PPE Guide and Sample Certification](#)
- Proper selection, provision, maintenance, and use of PPE
- Employee training

**Bloodborne Infectious Diseases (BID)** – General Industry Standard [Part 554, Bloodborne Infectious Diseases](#)

**Elements of the BID Standard:**

- Written exposure control plan (site specific) - [Sample Bloodborne Infections Diseases Control Plan \(Healthcare Facilities\) 5231](#)
- Hepatitis B vaccination for all Category A employees (or declination statement)
- Post exposure evaluation and management of incidents - USPS postexposure prophylaxis guidelines [Updated U.S. Public Health Service guidelines for the management of occupational exposures to HIV and recommendations for postexposure prophylaxis.](#)
- Standard operating procedures
- Employee training on employer's exposure control plan

**Tuberculosis (employee protection)**

MIOSHA adopts the federal OSHA Instruction, [CPL 02-02-078, Enforcement Procedures and Scheduling for Occupational Exposure to Tuberculosis](#)

Resources:

- Centers for Disease Control and Prevention, [Tuberculosis \(TB\)](#)
- Michigan Department of Health and Human Services, [Tuberculosis Control](#)

**Respiratory Protection - General Industry and Construction Standard** [Part 451, Respiratory Protection](#)

**Elements of the Respiratory Protection Standard:**

- |   |   |
|---|---|
| Required Use of Respirators (e.g., TB exposure)                             | Voluntary Use of Respirators (e.g. dust mask) |
| - Medical Evaluation  | - Provide the information from Appendix D     |
| - Fit-testing   |   |
| - Written program - <a href="#">Sample Respiratory Protection Plan SP05</a> |   |
| - Training  |   |
| - Maintenance and Care  |   |

**Workplace Violence Prevention (protecting employees from incidents)**

OSHA resources:

[Workplace Violence - Overview | Occupational Safety and Health Administration](#)  
[Guidelines for Preventing Workplace Violence for Healthcare and Social Service Workers](#)

**Eyewash stations and First Aid – General Industry Standard [Part 472, Medical Services and First Aid](#)**

Agency Instruction MIOSHA-STD-08-3R, [Medical Services and First Aid for General Industry and Construction](#)

Agency Instruction MIOSHA-STD-07-1R, [Eyewash/Shower Equipment](#) – Describes requirements and location for eyewash/shower equipment.

MIOSHA Fact Sheet CET #0199, [Eyewashes and Safety Showers](#)  
[FAQ's on the AXION eyePOD Faucet-Mounted Eyewash - Haws Co](#)

**Hazardous Drugs (Chemotherapy and other high hazard drugs)**

- MIOSHA Fact Sheet CET #0197, [Preventing Exposure to Hazardous Drugs](#)

**Ergonomics – Strains, sprains and cumulative trauma muscular skeletal disorders**

MIOSHA Fact Sheet GISHD #001, [Ergonomics](#)

Division Instruction GISHD-GEN-05-1R, [Ergonomics](#)

Occupational Safety and Health Administration (OSHA) Safety and Health Topics -  
[Ergonomics: Guidelines for Nursing Homes](#)

National Institute for Occupational Safety and Health -  
[Safe Lifting and Movement of Nursing Home Residents](#)

**MIOSHA General Industry Safety Standards - MIOSHA/CET #0156, [Self-Inspection Checklist](#)**

Please note: This is not an exclusive list. Additional MIOSHA Standards may apply depending on the operations occurring at the facility. Refer to the [MIOSHA Standards and Legislation](#) webpage to determine if other standards apply.

**For site-specific consultation assistance please submit a [Request for Consultation Assistance \(RCA\)](#) or contact our office at 517-284-7720.**