

Part 554 Bloodborne Infectious Diseases Rules and General Industry First Aid Providers

The bloodborne infectious diseases rules apply to all employers with employees exposed to blood or other potentially infectious material. This will affect employers if they have designated first aid providers on their staff. MIOSHA Part 472 Medical Services and First Aid, Rule 7201(2) states that "In the absence of an infirmary, clinic, or hospital in near proximity to the workplace which is used for the treatment of all injured employees, a person or persons shall be adequately trained to render first aid." This has been interpreted as follows:

An employer shall ensure that, in the absence of an infirmary, clinic, or hospital in near proximity to the workplace that is used for the treatment of all injured employees, a person or persons shall be adequately trained to render first aid. Adequate first aid supplies shall be readily available. [Part 472. Rule 325.47201(2)] To determine "near proximity," MIOSHA will apply the following:

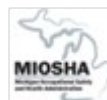
- a) In areas where serious accidents may occur such as those involving falls, electric shock, amputations, or severe chemical exposures that could result in suffocation, severe bleeding, or other life threatening injury or illness, a maximum three- to four-minute response time is required.*
- b) In other circumstances where a life-threatening injury is unlikely (e.g., low hazard workplaces such as offices), a maximum 15-minute response time is acceptable.*

[Excerpt from the MIOSHA Agency Instruction, MIOSHA-STD-08-3R2 Medical Services and First Aid for General Industry and Construction, January 17, 2012]

If an employer has employees on staff designated as first aid providers, the requirements of the bloodborne infectious diseases rule, in its entirety, apply. However, if an employee voluntarily administers first aid without being designated by the employer, the action is considered to be a "good Samaritan act" and is not covered by the bloodborne infectious diseases rules.

Hepatitis B Vaccination

The hepatitis B vaccination must be offered free of charge prior to exposure or 24 hours after the first incident involving blood if administering of first aid is a collateral duty of a designated 1st aid provider. If offered within 24 hours after an incident, a reporting procedure must be included in the employee's training. Refer to MIOSHA Agency Instruction MIOSHA-STD-08-3 Medical Services and First Aid for General Industry and Construction for additional information. An employee may choose to decline the vaccine and document that by signing a waiver. If the employee initially declines the vaccination and then decides to accept it, the vaccination must be offered again free of charge.



An exposure incident is an eye, mouth, nose, other mucous membrane, non-intact skin or parenteral (piercing) contact with blood or other potentially infectious material. If this occurs, request consent from the first aid patient (source individual) to have his/her blood tested for HBV and HIV antibody. Offer the same test to the exposed employee. Treatment as prescribed by the U.S. Public Health Service must be followed and a confidential medical examination made available to the employee.

Exposure Control Plan

A requirement of the bloodborne infectious diseases rules is a written exposure control plan which must be reviewed and updated annually. Personal protective equipment (PPE), i.e., what an employee must wear to minimize exposure, is also mandated. During a first aid incident where blood is involved, gloves must be worn by the employee at a minimum. If splashing or splattering of blood is anticipated, protective eyewear and a surgeon's mask or a faceshield must be worn to prevent splattering into the eyes, nose or mouth. If blood contact with street clothing or the skin is anticipated, fluid-resistant clothing must be worn. It is advisable that disposable coveralls be used. If reusable protective clothing is worn and becomes contaminated, the employer is to provide for appropriate laundering. If laundering is necessary, certain requirements outlined in the bloodborne infectious diseases rules must be followed.

Disposal of blood saturated items must be in biohazard bags or color coded red bags. If a blood spill occurs, it must be disinfected with either a 1:10 to 1:100 solution of bleach to water prepared that day or products registered with EPA on Lists A, B or D (not C). The lists of EPA registered products can be accessed online at www.epa.gov/oppad001/chemregindex.htm or call (800) 858-7378.

Work practice controls, primarily handwashing, should also be done. Hands must be washed if there is contact with blood or other potentially infectious material and after glove removal. If handwashing facilities are not feasible, antiseptic cleansers or antiseptic towelettes may be used, until such time as the employee is able to wash his hands with soap and water.

Training of employees must be given both initially and annually. Topics that must be covered are explained in the bloodborne infectious diseases rules.

Medical records and training records must also be maintained. Medical records must be maintained for the duration of employment plus 30 years, and training records must be maintained for 3 years. Content of the records are explained in the rule.

If there are additional questions or concerns regarding the bloodborne infectious diseases rules, please contact the Michigan Department of Labor and Economic Opportunity, Michigan Occupational Safety and Health Administration. Consultation Education and Training Division (517) 284-7720.