

2020 SCCMHA Environment of Care

Health Management/Blood Borne Pathogens

QuickFacts

The SCCMHA Health Management Plan includes a Blood borne Pathogen Exposure Control Plan and an Infection Control Plan intended to minimize the risk of infection and illness to SCCMHA staff as a result of occupational exposure to blood, airborne infectious agents or other potentially infectious materials.

The SCCMHA Health Management Plan complies with relevant guidelines published by the Department of Consumer and Industry Services – Blood borne Infectious Diseases, OSHA, Michigan Medical Waste Regulatory Act of 1990 and the most recent CARF Behavioral Health Standards.

Orientation and Training

All SCCMHA employees are required to participate in a Blood Borne Pathogens and Infection Control Training within the first 30 days of hire and on an annual basis thereafter. A competency exam measures an employee's understanding of:

- What tasks they perform that have occupational exposure
- Modes of transmission
- SCCMHA work practice controls
- Where to find the Health Management Plan.

Blood Borne Pathogens

Blood borne pathogens are pathogenic microorganisms that are present in human blood and can cause disease in humans. Hepatitis B virus (HBV) and Human immunodeficiency virus (HIV) are two examples of blood borne pathogens.

Fluids in which blood borne pathogens may be present are blood, semen, vaginal secretions, oral secretions, sputum, vomitus, wound discharge, urine, stool or any body fluid that is visibly contaminated with blood. Any sharp object can potentially be contaminated with infectious materials.

The use of protective barriers, such as gloves, gowns, aprons, masks, or protective eyewear, can reduce the risk of exposure to potentially infective materials to skin or mucous membranes. It is recommended that all staff take precautions to prevent injuries caused by needles.

Universal Precautions

“Universal Precautions” are a set of precautions designed to prevent the transmission of HIV, Hepatitis B, and other blood borne pathogens when providing first aid or health care.

Blood and body fluids containing visible blood, semen, and vaginal secretions should be treated as if they are infected with HIV, Hepatitis B and other blood borne pathogens.

“Universal Precautions” do not apply to feces, nasal secretions, sputum, sweat, tears, urine, and vomitus except when they contain visible blood.

All staff should use appropriate barriers such as gloves to prevent skin and mucus membrane exposure during contact with any person’s blood or body fluids that require universal precautions.

Gloves should be worn when:

- Touching blood or body fluids requiring universal precautions, mucous membranes or non intact skin.
- Handling items or surfaces soiled with blood or body fluids to which universal precaution apply.

Remember:

- Change gloves between contacts with people.
- Wash hands immediately after gloves are removed.
- Do not reuse gloves.
- Gloves cannot prevent penetrating injuries caused by needles or other sharp objects.

QuickFacts Take Away: Universal Precautions are precautions designed to prevent the transmission of bloodborne pathogens including HIV and Hepatitis B. Body fluids containing visible blood, semen and vaginal secretions should be treated as if they are infected with HIV, Hepatitis B and other bloodborne pathogens.

Personal Protective Equipment including **gloves** can be found in each classroom at CTN and CTS. Staff must notify the program supervisor when supplies need replenishing. At all other sites, staff may contact custodial staff for gloves, disinfectant wipes or other infection control supplies.

Critical Elements of Universal Precautions and Standard Operating Procedures

- Anticipate every person is infectious.
- Compliance with the Infection Control Policy is mandatory for all employees, volunteers, contractual staff, students, interns and health care professionals at SCCMHA.
- Protective equipment for barrier use is provided by SCCMHA and must be used as recommended.
- Immediately call custodial staff to clean up all blood and body fluid spills. Cordon off the area until custodial staff arrive. **Staff are NOT to clean up body fluid spills nor any type of infestation.**
- Use mouth-to-mouth barriers for emergency resuscitation.
- Hand washing must occur as described in the Hand Washing Standard.
- Employees must have annual Blood borne Pathogen/Infection Control training.
- Use precautions against needle stick.
- Report actual or possible exposure incidents to your supervisor immediately.
- Employees who do not follow the elements of Universal Precautions and standard operating procedures will be disciplined accordingly.

QuickFacts Take Away: Remember that this QuickFacts sheet does not take the place of SCCMHA policies, procedures, and practices or the detailed information outlined in the Environment of Care Manual and SCCMHA

Employee Handbook. It is SCCMHA employee and staff's responsibility to read these policies, procedures and manuals and to contact his or her supervisor for questions.

Hand Washing Standard

Hand washing is the single most important measure for preventing the spread of infection.

Wash Hands:

- After handling contaminated articles.
- Before and after doing invasive procedures and dressing changes.
- After performing personal bodily functions, or assisting others with personal bodily functions.
- Before and after gloves are removed.

How to Wash Hands:

- Use soap and warm running water.
- All skin surfaces up to the wrists are included.
- Wash hands for a minimum of 15 - 20 seconds.
- Rinse hands thoroughly under running water.
- Dry hands with a paper towel.
- Turn off water with a paper towel.

When hand sanitizer liquid or towelettes are used, employees are to wash their hands with soap and water as soon as feasible. Wall mounted hand sanitizer dispensers are located throughout the building at each site.

QuickFacts Takeaway: Washing hands thoroughly as described in the hand washing standard is the single most important measure for preventing the spread of infection. According to the Center for Disease Control and Prevention, washing hands with soap and water is the best way to reduce the number of pathogens on your hands in most situations. If soap and water are not available, an alcohol-based hand sanitizer that contains 60% alcohol is better than nothing until hands can be washed thoroughly with soap and water.

Reporting Infections & Communicable Disease Exposure

An "exposure incident" is defined as an eye, mouth, other mucous membrane, non-Intact skin or contact with other potentially infectious material resulting from performance of an employee's job duties. In the event of an exposure incident, wash the affected area thoroughly and then:

- Report the incident to your supervisor immediately. The supervisor must complete an **Employee Injury/Illness/Exposure form** and submit the report to Human Resources department to obtain authorization for medical treatment. (Please read the full **SCCMHA Employee Handbook Policy #603**).
- Employees requiring immediate treatment for work related injuries, illness, infections or **exposures** are required to go to the *Covenant Occupational Health Services* at 600 Irving, Saginaw, MI 48602. After hours, holidays and weekends, employees are requested to go directly to the *Covenant Emergency Department*, 1447 N. Harrison, Saginaw, MI 48602.

- Employees who have experienced an exposure incident will be provided an opportunity to have a confidential medical evaluation and follow-up. Unless prohibited by law, SCCMHA will attempt to identify the source individual of the exposure and attempt to get consent for the source individual's blood to be tested. Results of the testing will be made available to the employee.
- Employees will be counseled on risk reduction and the risks and benefits of HIV testing and will receive postexposure prophylaxis where medically indicated.

Employees must be familiar with the **Reporting Employee Infections & Communicable Disease Exposure** policy found in the SCCMHA Employee Handbook, **Section 600, policy 603** and **Section 2: Health Management** of the Environment of Care Manual.

QuickFacts Takeaway: Report exposures immediately to your supervisor. The supervisor will complete an Employee Injury/Illness/Exposure form and submit it to Human Resources for authorization for medical treatment at Covenant Occupational Health Services during business hours or Covenant Emergency Department after hours, holidays and weekends. Every SCCMHA Employee must be familiar with Policy #603 in the SCCMHA Employee Handbook.

General Procedures

All staff must practice Universal Precautions, use personal protective equipment and demonstrate proper cleanup and disposal techniques. Use gloves and other protective equipment properly and consistently. Remove personal protective equipment immediately upon leaving the work area. Use proper hand washing technique, use sharps containers for needles, razor blades, broken glass, and other sharp objects. SCCMHA policy requires staff report exposure to another person's body fluids immediately to his or her supervisor.

Airborne Infectious Disease: Tuberculosis (TB)

TB is an airborne particle that can be released when an infected person sneezes, coughs or sings. Infection can occur when a susceptible person inhales the particles and the particles travel through the respiratory tract to the lungs. Using the risk assessment definitions provided by the Centers for Disease Control (CDC), SCCMHA is classified in the "very low risk" category for the transmission of tuberculosis. SCCMHA requires skin testing to all new employees and annually. Employees with a documented positive TB skin test are exempt from the test. An x-ray is required for those employees every three years.

Signs and Symptoms of TB include:

Nausea	Coughing up blood
Chest pain	Fever
Weakness/fatigue	Night sweats
Rapid weight loss	Cough

Hepatitis A & B Vaccine

Employees with reasonably anticipated occupational exposure to blood and/or fecal-oral route or consumption of contaminated food or water will be offered Hepatitis A and/or B vaccinations at SCCMHA expense. Hepatitis A and/or B vaccination is not mandatory. Employees may decline the vaccination upon hire or reclassification and can choose to receive the vaccine when they are ready.

