

# **BASIC SAFETY AND BLOODBORNE PATHOGEN TRAINING**

Presented by:

Oneida Employee  
Health Nursing



# Workplace Safety



Safety is everyone's responsibility

Making a difference for customers and employees

- Wipe up a spill
- Straighten a rug
- Something on the floor – pick it up

Follow the policies and laws they protect you

Report safety concerns to your supervisor immediately

# Common Safety Concerns:

- Slips, trips and falls
- Poor body mechanics
- Repetitive motion injuries
- Cuts, bruises and lacerations
- Fire
- Weather



# INJURY PREVENTION



## Many injuries are preventable

- What can you do?
  - Know your surroundings
  - Keep walkways clear of debris
  - Wear non-slip footwear
  - Take your time
  - Use proper body mechanics when lifting/twisting
  - Use personal protective equipment (PPE)
  - Know where fire exits and extinguishers are located
- Report safety concerns to your supervisor and/or Department of Public Works (DPW) immediately!

Dial 911 for emergencies and familiarize yourself with Oneida's emergency color codes

Code	Code Red-Fire
Code	Code Black-Bomb
Code	Code Grey-Severe Weather
Code	Code Blue-Medical
Code	Code Yellow – Utility Failure / Gas Leak

# Fire Response

- You should know...
  - Location of alarms
  - How to activate the alarm/evacuate buildings
  - How to initiate the - CODE RED
  - Location of fire extinguishers
  - How to use a Fire Extinguisher
    - P.A.S.S. – Pull, Aim, Squeeze and Sweep
  - Fire exits
  - Protect yourself and others
- Be aware of shut off switches
  - Example: Gas stations



# Weather Safety

- Be aware of changing conditions
  - Wisconsin weather can change quickly
- Dress appropriately
- Drive and walk safely
- Know your departments safety plans
  - Strong winds or tornados
  - Tornado shelter
- Follow RAVE system alerts





# Hazard Communication


Employees have a right-to-know!



- Know how to:
  - Locate, read & use Safety Data Sheets (SDS)
  - Use your department Hazard Communication Program
  - Identify hazardous materials



**ONEIDA NATION**  
**Injury/Medical Report Form**



Date of Incident:  Date Reported:  Time:

Employee: ☐ NO  
☐ Yes..... Dept:  Job Title:  Emp #:

Immediate Supervisor's Name:

**Employee / Patron Information:**

Last Name:  First:  Middle:

Address:  City:  State:  Zip:  Phone:

Date of birth:  Age:  Sex:  Height:  Weight:  Rescue Called:

Where Transported:  Who Transported:

Nature of Injury/ Illness (how did it happen? i.e. slip on ice, etc.):

Location of Incident (hallway, sidewalk, parking lot, entrance etc.):

Physical Address of Incident:

**NARRATIVE FOR NON-GAMING USE ONLY**

Description of event (s) that led to injury/illness....Who, What, When, Where, How, Why:

(Attach page 2 if additional space is needed)

Employee's "On duty" Supervisor Signature:  Emp #  Date:

Employee / Patron Signature:  Emp # (if applicable)  Date:

Gaming Use:	Employee.....	<u>Original</u>	<u>Copy</u>	<u>Copy</u>	<u>Copy</u>
	Patron.....	Security	HRD Benefits	Emp Health	Gaming Safety
Non-Gaming Use:	Supervisor	Security	Risk Mgmt	Emp Health	Gaming Safety
		Supervisor	HRD Benefits		Risk Mgmt

## If you have a work-related injury...

- Perform first aid or seek medical attention at Concentra/Bellin if needed
- Notify your supervisor within **48 hours of injury**
- Complete Injury/Medical (IR) Report Form
- Within 10 calendar days send a copy of the IR to:
  - **Employee Health Nursing Department (EHN)**
  - **HRD Insurance**
  - **Risk Management**
- **Gaming Employees:** Follow your reporting process with Security

# Oneida's Workman's Compensation Preferred Providers



- **Concentra** Occupational Health Clinic M-F 8-5 pm
- **Bellin Urgent Care or ER** for after hours or emergency services
- Oneida Community Health Center (if eligible)

**Concentra**®

Partnered with **bellinhealth**

*\*\*\* If you need medical attention for your injury and you do not see a preferred provider - You may be billed 50% of the bill....*

# Oneida has an Early Return to Work (ERTW) Law

The ERTW Law assists employees who have temporary work restrictions continue to work within the boundaries of their restrictions.

- Turn your work restrictions in to...
  - Your supervisor
  - HRD Insurance
  - Employee Health Nursing (EHN).
    - EHN has case managers who will:
      - Monitor your restrictions
      - Monitor your ability to perform your work duties
      - Work with your supervisor to find options for you if needed





The background of the slide features a light-colored, textured surface. On the left, a red, semi-transparent container is tilted, spilling numerous red, disc-shaped blood cells. In the top left corner, a medical syringe with a needle is visible. In the bottom right corner, there is a yellow adhesive bandage with some red blood splatters next to it. A horizontal white banner is positioned across the middle of the slide, containing the title text and a row of five small medical icons: a first aid kit, a blood drop, a bandage, a biohazard symbol, and a syringe.

# Bloodborne Pathogens

# Bloodborne Pathogens (BBPs):

- Are microorganisms carried by human blood and body fluids
  - Can be spread through contact with infected blood
  - Cause infections and illness
- ° The most common BBP's are:
- ° HIV
  - ° Hepatitis B
  - ° Hepatitis C



# When is bloodborne pathogen training required?

Occupational Safety and Health Administration (OSHA) requires training....

1. When you are first hired (before you start your job)
2. Annually
3. Whenever your job duties change increasing your exposure risk





# Who needs annual BBP TRAINING?

Healthcare Workers

Custodial

Facilities

Police / Security

Childcare Workers

\*Anyone who may  
encounter blood or  
other bodily fluids at  
the workplace

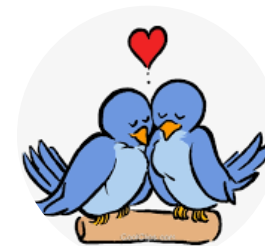




# OTHER BODY FLUIDS THAT MAY CARRY BBP'S

## OPIM (Other Potentially Infectious Material)

- Saliva with visible blood
- Saliva in dental procedures
- Urine, vomit, feces with visible blood
- Fluids surrounding organs in the body
- Fluids surrounding the joints
- Fluid in the uterus of a pregnant woman
- Sexual fluids, etc.



# BBP'S CAN ENTER YOUR BODY & CAUSE INFECTION

- VIA:

- Mucous membranes - mouth, nose, or eyes
- Cuts, scrapes, and breaks in the skin
- Needlestick, IV drug sharing, broken glass and other sharps injuries
- Sexual contact



# HUMAN IMMUNODEFICIENCY VIRUS (HIV)

- This virus attacks the immune system
  - The immune system helps keep you healthy
- HIV makes it difficult to fight infections & cancers
- It can cause AIDS
- HIV does not survive long outside the human body (such as on surfaces), and it cannot reproduce outside a human host. – CDC
- No cure; no vaccine at this time



# HEPATITIS B

- Virus that attacks the liver
- May develop into a lifelong infection
- Can cause:
  - Cirrhosis (scarring) of the liver
  - Liver cancer
  - Liver failure
  - Death
- Virus can live up to 7 days in dried blood and cause infection



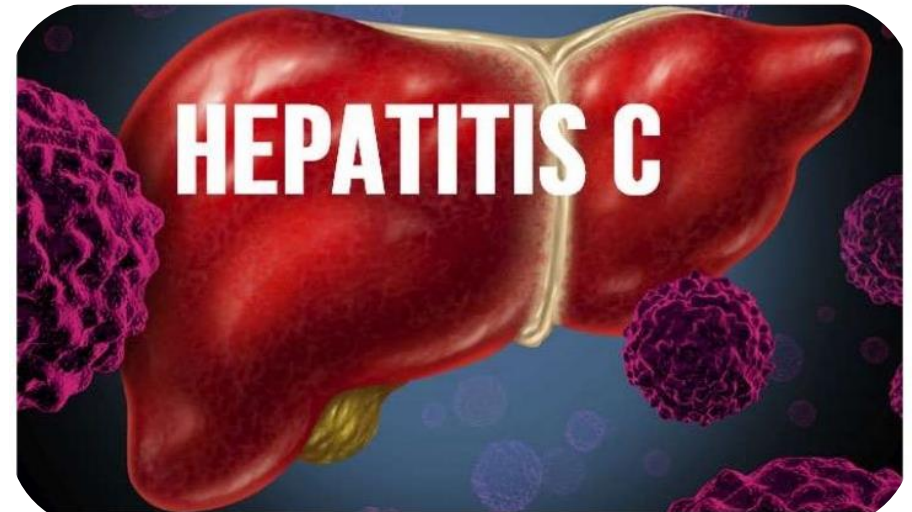
# HEPATITIS B VACCINE



- Some employee positions have a higher risk of exposure
  - Consider getting vaccinated if you are a:
    - Healthcare provider, police officer, security officer, custodial worker, etc.
- \*If you have not filled out a Hepatitis B Status and Declination Form for Oneida Nation, please contact EHN and we will email it to you.
- *You are eligible for the vaccination via EHN - **FREE OF CHARGE!***

# HEPATITIS C

- This virus attacks the liver in the following ways
  - Cirrhosis (scarring) of the liver
  - Liver cancer
  - Liver failure
  - Death
- NO VACCINE at this time
- Can live up to 6 weeks outside the body
- *Good news is...* that there are successful treatment options - CURE in 95% of patients



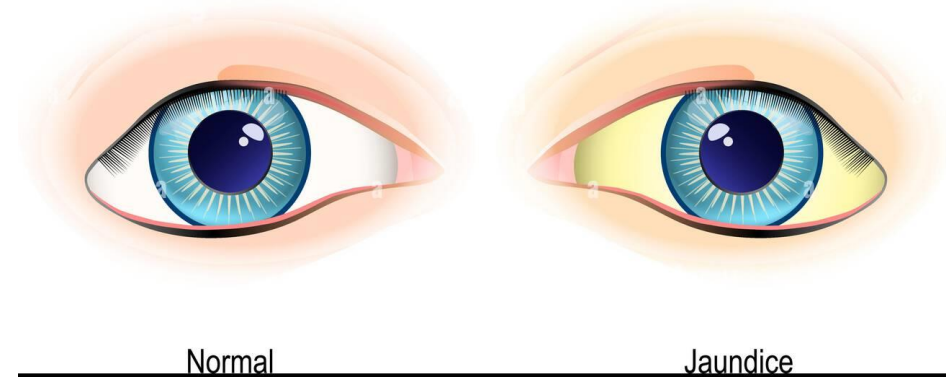
\*\*\*Hepatitis C is the most common of the bloodborne viruses



## SYMPTOMS OF HEPATITIS B & C

- Jaundice (yellow skin & eyes)
- Fever
- Tiredness
- Abdominal pain
- Nausea & loss of appetite

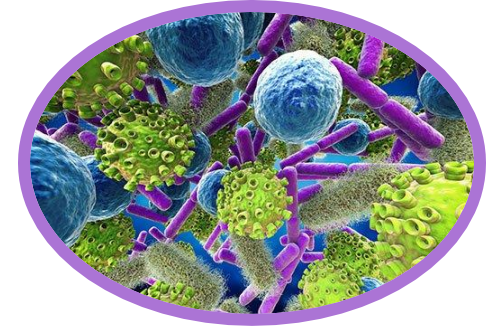
JAUNDICE  
(icterus)



For some infected people, there may be no symptoms at all!!



# Always use universal precautions!!



## Key practices include:

Treating all human blood and certain human body fluids as if they are known to be infectious.

Vigorously washing hands before and after exposure to blood and other body fluids.

Wearing gloves, masks, goggles, and other personal protective equipment.

Put space between you and the blood/OPIM to prevent exposure to potential bloodborne pathogens (tongs, pliers, etc.).

# Personal Protective Equipment - PPE

- PPE is the equipment that helps keep you safe.

- Gloves
- Face shield / goggles
- Mask
- Gown
- Shoe covers
- Covers areas of skin and/or clothing

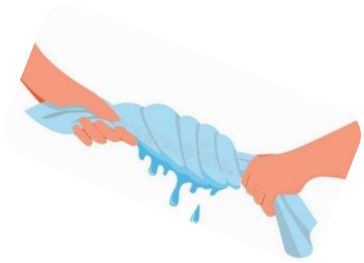


# ENGINEERING CONTROLS...

- These additional items can help protect you by limiting contact with blood/OPIM
  - Sharps disposal containers
  - Tongs or pliers
  - Dustpan & broom
  - CPR masks



# WHAT SHOULD BE PUT IN A RED (BIO-HAZARD) CONTAINER?



- Items that are contaminated with blood or OPIM that are:
  - Pourable
  - Dripable
  - Flakeable or
  - Squeezable

Remember to change container BEFORE it is full!!



## EXAMPLES OF ITEMS FOR REGULAR TRASH



- Used gloves, masks, band aids and gowns not dripping with blood
- Urine, vomit, or bowel movement with **NO visible blood = regular garbage**
- USE YOUR BEST JUDGEMENT...when in doubt, put it in a red bag



# GARBAGE and other SAFETY tips

- Carry trash bags away from your body
- Don't reach into trash containers
- To get something out of the garbage
  - Use a tongs, tweezers, or broom/dustpan to move the garbage around



## Don't put your hands ...

- Into blind corners
- Under furniture, sinks
- Behind toilets
- Into sharps disposal containers
- Anywhere you cannot see them



# Have you had a SIGNIFICANT EXPOSURE ?

- **YES**, if there is a way a BBP could enter your body via a...
  - Break in your skin
  - Sharps injury
  - Splash into your nose, eyes or mouth (\*mucous membrane)
- Wash the exposed area with soap and water (not nose or eyes or mouth)

\*Mucous membranes – flush the area for 15 minutes with water

- 
- **NO**, if your skin is healthy and intact and no mucous membrane involvement, just wash area with soap and water.



# SIGNIFICANT EXPOSURE - Now What?

## You should ...

- Report the **post exposure or work injury** to your supervisor
- Complete an Injury Report
- Go to Concentra Occupational Health Clinic during normal business hours
  - For post exposure labs and treatment
    - If the source is known and present, please encourage them to also go to Concentra immediately for lab testing (free of charge to them)
- If the post exposure occurs **after** normal business hours (M-F 8-5pm):
  - Go to Bellin Urgent Care or ER – tell them this is a work-related injury



## Clean up of blood or body fluids...

- If a surface or item has visible blood on it, it must be cleaned and disinfected properly (Blood or body fluid could contain a bloodborne pathogen)
- Contact custodial for assistance with clean up



# FIRST - CLEANUP

- Remove any hazard
  - Glass, needle or other sharp object...
- Soak up & remove any spilled fluid
  - Using towels or a chemical absorbent
- For dried blood or body fluid
  - Wipe up with wet towels
  - The blood or OPIM must be completely removed before disinfecting



# SECOND - DISINFECT !

*PROPER DISINFECTING IS KEY TO KILL THE GERMS!!*

- Read and follow the manufacturer directions
  - Apply disinfectant until it is WET
  - Stand time can be 1-10 minutes depending on product used

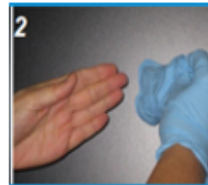
\*Approved disinfectants should:

- Have EPA registration # on the label
- State that it is approved to kill HIV-1 and HEPATITIS B & C virus



# AFTER CLEAN UP

- PROPERLY remove gloves
- Wash hands immediately
  - Use warm water and soap
  - Wash for 20 seconds
    - (sing Happy Birthday **TWICE**)
  - Tops of hands, palms, between fingers and under fingernails
  - Turn water off with a paper towel
- Dispose of bio-hazard waste properly



## PROPERLY REMOVE GLOVES

1. Pinch the palm of the first glove and pull straight off
  - *Holding the 1<sup>st</sup> glove in the 2<sup>nd</sup> gloves fingers*
2. Do not touch that "dirty" glove again
3. While holding the dirty glove, use your clean finger and put them underneath the remaining (2<sup>nd</sup>) glove
  - Pulling it up and over
  - Turning it inside out
4. Touching ONLY the inside of glove # 2 remove both gloves
  - The inside of the glove is the clean side
5. Discard both gloves and **wash your hands**

# EXPOSURE CONTROL PLAN (ECP)

This written plan is designed to prevent or minimize employees' occupational exposure to blood and other potentially infectious materials (OPIM).

Employees  
Must Have  
Access To  
Their Employer's  
Exposure  
Control Plan  
(ECP)



- Does your department have an ECP?
- ECP's are located in different areas throughout the nation and must be available to you while you are on duty
- Check with your supervisor to locate yours

