

MACMHB

State Training Guidelines Workgroup

Training/Curriculum Recommendations

The intent of this Training Guideline is for the development and presentation of training content. Curricula based on this guideline will contribute to statewide uniformity, reciprocity, and portability.

Topic: *Bloodborne Pathogens Standard (MIOSHA)*

Defining Paragraph (Vision, Boundaries, Overall Outcome Statement):

These rules apply to all employers that have employees with occupational exposure to blood and other potentially infectious material. This class will cover the basic principles of prevention and management of disease transmission including standard definitions, exposure determination and control plans, Universal Precautions, work practices, protective work clothing and equipment, housekeeping, regulated waste disposal, laundry, vaccinations and post exposure follow-up, communication of hazards to employees, recordkeeping, training schedules, and a listing of occupations with potential for exposure.

Definitions:

R 323.70002 Rule 2 MIOSHA Bloodborne Infectious Diseases standard

Content– These are a listing of the areas covered in the subject.

Outcomes/Competencies – These are statements about what participants will be able to do as a result of having participated in the course. Please indicate expectations and minimum competency criteria.

Outline – A suggested approach to meeting Outcomes/Competencies.

These three are interrelated, but not necessarily a one-to-one relationship.

Content:

1. R 323.70002 Rule 2 MIOSHA Bloodborne Infectious Diseases standard Definitions
2. Exposure Determination
3. Exposure Control Plan
4. Universal precautions
5. Engineering controls
6. Work Practices
7. Protective work clothing and equipment
8. Housekeeping

9. Regulated waste disposal
10. Laundry
11. Vaccinations and post exposure follow-up
12. Communication of hazards to employees
13. Recordkeeping
14. Information and training
15. Occupations with potential for exposure

Outcomes/Competencies:

1. Describe the employer requirements of MIOSHA's Bloodborne Pathogens Standard.
2. Describe how to identify which exposure category covers anticipated tasks and procedures where there is reasonable exposure to blood or potentially hazardous material (Category A and Category B)
3. Understand what information must be provided in an employer's exposure control plan
4. Apply Universal Precautions to prevent contact with blood and other potentially infectious material
 - a. Describe the chain of infection as it applies to bloodborne diseases.
 - b. Understand how to break the chain of infection to prevent the spread of infectious/Bloodborne diseases
5. Discuss bloodborne diseases of concern.
6. Discuss how Standard Precautions protect against bloodborne pathogens.
 - a. Understand and identify an exposure incident
7. Summarize employer and employee actions to be taken in case of an occupational exposure to bloodborne pathogens.
8. Discuss types of personal protective equipment, work practices, and engineering controls that reduce risk of exposure to bloodborne pathogens.
9. Demonstrate how to properly remove gloves and other personal protective equipment to avoid transmission of potentially infectious materials.
10. Be able to perform appropriate housekeeping and disinfection standards
11. Understand proper procedures for regulated waste disposal
 - a. Regulated waste containment
 - b. Sharps
 - c. Labeling/Disposal of medical waste
12. Understand proper procedures for handling, containment, disinfecting, sanitizing, and labeling of contaminated laundry.
13. Understand requirement for free vaccinations and post-exposure follow-up

14. Understand required communication of on-the-job hazards to employees
15. Identify required recordkeeping standards for training, vaccinations, exposure incidents, sharps injury log, and confidentiality.
16. Employees will understand that training will occur before assuming duties that place employee at risk and will be able to identify required outcomes of MIOSHA based Bloodborne pathogens training
17. Identify occupations with higher risk of potential to exposure

Outline/Recommendations:

It is advised that the MIOSHA Bloodborne Pathogen Standard be utilized to guide the development of a Bloodborne Pathogens training (see link in references)

1. Employer requirements of MIOSHA's Bloodborne Pathogens Standard.
2. Identify which exposure category covers anticipated tasks and procedures where there is reasonable exposure to blood or potentially hazardous material (Category A and Category B)
3. What's in an exposure control plan?
4. Universal Precautions and how they prevent contact with blood and other potentially infectious material
 - a. The chain of infection as it applies to bloodborne diseases.
 - b. How to break the chain of infection to prevent the spread of infectious/Bloodborne diseases
5. Current bloodborne diseases of concern.
6. Standard Precautions to protect against bloodborne pathogens.
7. Identify an exposure incident
8. Employer actions to be taken in case of an occupational exposure to bloodborne pathogens.
9. Employee actions to be taken in case of an occupational exposure to bloodborne pathogens.
10. Reduce the risk of exposure to bloodborne pathogens
 - a. Types of personal protective equipment
 - b. Work practices
 - c. Engineering controls
 - d. Cross contamination
11. Putting on (*donning*) and taking off (*doffing*) gloves and other personal protective equipment to avoid transmission of potentially infectious materials.
12. Housekeeping and disinfection standards
13. Proper procedures for regulated waste disposal/transfers
 - a. Regulated waste containment
 - b. Sharps

- c. Labeling/Disposal of medical waste
- 14. Proper procedures for handling, containment, disinfecting, sanitizing, and labeling of contaminated laundry.
- 15. The requirement for free vaccinations and post-exposure follow-up
- 16. Required communication of on-the-job hazards to employees
- 17. Required recordkeeping standards for
 - a. Training
 - b. Vaccinations
 - c. Exposure incidents
 - d. Sharps injury log
 - e. Confidentiality
- 18. Training Timetables: training will occur before assuming duties that place employee at risk and annually thereafter
 - a. will be able to identify required outcomes of MIOSHA based Bloodborne pathogens training
- 19. Identify occupations with higher risk of potential to exposure

Trainer Qualifications:

Check all that apply, be specific (years, degree, skills, etc):

- ☐ College Degree:
- ☐ License:
- ☒ Years Experience (please specify below):
- ☒ Documented Skill Set:
- ☒ Training Experience (see below)
- ☒ Trainer in Adult Learning Styles/Methods:
- ☐ Other:

Specified experience:

An experienced trainer with content expertise who has access to and technical assistance from a licensed health care professional. The person or persons who conduct training shall be knowledgeable in all of the following areas: the information presented, exposure control plans, and conditions of the work environment that affect the implementation of the exposure control plan.

Length of Training:

Instructor-led: 1.5 – 3 hours

Online: 1 – 2 hours

Format:

The acceptable format(s) for the class:

- ☒ Blended Learning (Online + Instructor-Led)
- ☒ Instructor-Led Class
- ☒ Instructor-Led Webinar

- ☒ Online Course
☐ Other (specify):

Teaching Methods:

These are the best teaching methods for teaching course content. Additional methods may also enhance learning.

- ☒ Individual
☒ Classroom/Group
☒ Lecture
☒ Discussion
☒ Skills Practice (including peer-coached practices)
☒ Return demonstrations
☒ Activities
☒ Videos (in support of classroom lecture and discussion)
☒ Online Activities
☒ Individual Assignments
☒ Homework assignments
☐ Other (specify):

Method of Assessment:

How to measure entry level competency in this course:

- | | | |
|-------------------------------------|--|----------------------------------|
| <input checked="" type="checkbox"/> | Written Test | Performance Indicator: 80% |
| <input type="checkbox"/> | Return Demonstration | Performance Indicator: pass/fail |
| <input checked="" type="checkbox"/> | Online Test | Performance Indicator: |
| <input type="checkbox"/> | Skill Sheet | Performance Indicator: |
| <input checked="" type="checkbox"/> | Homework Assignment(s) | |
| <input type="checkbox"/> | Observation with sign-off sheet | |
| <input checked="" type="checkbox"/> | Other: Learners should, upon return to place of employment, ensure they review their organization's policies and procedures around bloodborne pathogens. | |

Scope of Implementation:

Training recommended for:

- ☒ Specialized Residential direct care staff/home managers
☒ Specialized Residential Administrators
☒ Community Living Supports
☒ Skill-Building Assistance (Pre-Voc Skill Building / Non-Voc Skill Building)
☒ Supported/Integrated Employment Service (ie. Clubhouse, Competitive Employment, volunteer)
☒ Supported Living Staff

- ☒ Adult Foster Care staff
- ☒ Respite Service staff
- ☒ Self-Determination staff
- ☒ In-Home Service staff (children's program)
- ☒ Foster Family Group Home staff
- ☒ Child-caring Institutions (Children's Group Home) staff
- ☒ As identified in the Individual's Person Centered Plan
- ☒ Other employee group (specify): Utilized this course to meet the MIOSHA Blood borne Pathogens training requirement for category A employees. Category A employees are those who are likely to come in contact with blood, or bodily fluids that may contain blood, as part of their regular job duties.

Frequency:

It is recommended the content be reviewed/retaken:

- ☐ Initial & As Needed
- ☒ Initial & Annual
- ☐ Initial & Every two (2) years
- ☐ Initial & Every three (3) years
- ☐ As directed by the Individual Plan of Service
- ☐ Other:

Additional Comments:

References/Legal Authority:

Department of Labor and Economic Opportunity Director's Office General Industry Safety and Health Standard:

https://www.michigan.gov/documents/CIS_WSH_part554_35632_7.pdf

Note: If training is for an adult foster care facility/home adult foster care staff must also comply with the adult foster care administrative rules. In addition, in those situations where the contents of the training conflict with an administrative rule, the rule prevails.