



AV0300 - MANAGEMENT OF OCCUPATIONAL EXPOSURE TO BLOOD AND BODY FLUIDS

1.0 PURPOSE

- This policy addresses exposure to blood and body fluids that may contain bloodborne pathogens such as; Hepatitis B Virus (HBV), Hepatitis C Virus (HCV), and Human Immunodeficiency Virus (HIV).
- The purpose of post-exposure follow-up is to mitigate an exposed person's risk of infection following an exposure to a bloodborne pathogen. Interior Health's (IH) guidelines for the management of occupational exposures to blood and body fluids reflect BC Centre for Disease Control (BCCDC) Communicable Disease Manual ([Chapter 1: Communicable Disease Control - Blood and Body Fluid Exposure Management](#)), BC Centre for Excellence in HIV / AIDS ([HIV Post-Exposure Prophylaxis \(PEP\) Guidelines](#); [Therapeutic Guidelines](#)), and [BC Occupational Health and Safety \(BC OHS\) Regulations Part 6 – Biological Agents, Section 6.33 – 6.41](#).

2.0 DEFINITIONS

TERM	DEFINITION
Blood and Body Fluids	Blood or any other potentially infectious body fluids or tissues.
Blood or Body Fluid Exposure (BBFE)	An event where blood or other potentially infectious (unfixed tissue or organ) body fluid comes into contact with skin, mucous membranes (including eyes), or subcutaneous tissue (via percutaneous injury).
Bloodborne Pathogen	Pathogens (e.g. Hepatitis B, Hepatitis C, or HIV) that can be transmitted from one person to another via blood and body fluids. The risk of transmission varies depending on the pathogen and the type of body fluid.
Clients	Clients includes all patients, residents, and clients who access Interior Health services.
Communicable Disease	An infectious disease transmissible from person to person via direct contact with an individual or their body fluids or by indirect means via a vector.
Employee	A worker employed directly by IH. Includes union, excluded, and employed student nurses.
Exposed Person	An IH employee or a non-IH worker who sustains a workplace/occupational blood or body fluid exposure.
Immunization / Vaccination	The safe and appropriate administration of a vaccine by a licensed professional to stimulate the body's own immune system to protect the individual against the communicable disease in the event of an exposure.
Non-IH Worker	A health-care worker not employed by IH but who provides patient care or works in institutions that provide patient care on behalf of IH (e.g. contract physicians, students, volunteers, contractors, or other health authority/services employees).



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TERM	DEFINITION
Occupational Exposure	Exposure to a harmful or hazardous substance (chemical, biological, radiological, neurological) resulting from conducting work related duties during the course of employment that can result in an occupational disease.
Per mucosal Exposure	Blood or body fluid from one person is introduced into the bloodstream of another person through per mucosal contact (i.e. contact with mucous membranes lining body cavities such as the eyes, nose, mouth, vagina, rectum, or urethra).
Percutaneous Exposure	Blood or body fluid from one person introduced into the bloodstream of another person through the skin via needle stick or other sharps injury, tattooing, body piercing, electrolysis, or acupuncture. Bites are considered an exposure to both persons involved if there is blood in the mouth of the biter or in the wound of the person bitten.
Proof of Immunity	Proof of immunity for each vaccine-preventable communicable disease is outlined by the BCCDC Health Care Worker guidelines . Requirements consist of documented evidence of immunization(s) (the documentation must include the full day/month/year and name of the immunization) or in some cases laboratory serological evidence of history of illness is acceptable evidence of immunity.
Provincial Workplace Health Contact Centre (PWHCC)	The provincial call centre that provides a variety of occupational health services to BC health authority employees and managers.
Risk	The combination of the likelihood of the occurrence of a harm and the severity of that harm. Likelihood is the chance of something happening.
Route of Transmission	Any route by which a biological agent designated as a hazardous substance in WorkSafeBC Regulation Section 5.1.1 may be transmitted including contact, droplet, or airborne transmission.
Screening	Verbal history taking and / or examination of documented evidence and / or laboratory serological tests to determine current or previous infection and / or vaccination status regarding a communicable disease.
Source	Any individual/person, living or dead, whose blood or body fluids may be a source of occupational exposure to a worker.
Workplace Health and Safety (WHS)	The IH department responsible for the development, implementation, maintenance and evaluation of Occupational Health and Safety.



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3.0 POLICY

3.1 Management of Occupational Exposure to Blood and Body Fluids Overview

IH recognizes that exposure to blood and body fluids (BBFs) in the workplace is an occupational hazard in health care and is committed to providing a safe environment for IH employees, non-IH workers, clients, and the public. IH will support this commitment by developing, implementing, monitoring and evaluating initiatives that support this policy as part of the IH Occupational Health and Safety (OHS) Program.

This policy supports the [IH Biological Exposure Control Plan](#) and the [Occupational Health and Safety Program \(AV0100\)](#).

When the risk of a BBFE cannot be eliminated, any planned interventions/responses will prioritize the health and safety of employees and non-IH workers.

3.2 Scope

This policy applies to all IH employees and all non-IH workers.

4.0 ROLES AND RESPONSIBILITIES

In addition to the roles and responsibilities outlined in the [IH Biological Exposure Control Plan](#), and the [Occupational Health and Safety Program \(AV0100\)](#) the following responsibilities are required:

Senior Management:

- Support and actively promote IH's commitment to prevent transmission of bloodborne communicable diseases.
- Ensure consideration is given to preventive control measures in budget plans.
- Ensure directors/managers/supervisory staff monitor the prevention strategies and take appropriate action as outlined by policies and procedures.
- Actively promote a culture of safety within the organization.
- Support front line management in the delivery of blood and body fluid exposure follow-up.

Management and Supervisors:

- Be familiar with this [IH Management of Occupational Exposure to Blood and Body Fluids policy](#), the protocols for [employees](#) and [non-IH workers](#) and the [Manager Reference Guide: Health Care Worker Blood and Body Fluid Exposure](#).
- Follow the procedures as outlined in section 5.0 of this policy.
- Ensure that employees and non-IH workers are provided education and training in preventing the transmission of bloodborne pathogens, i.e. Point of Care Risk Assessment (PCRA), routine practices, WHMIS, sharps disposal.
- Ensure employees and non-IH workers adhere to health and safety requirements as directed by policies and procedures.
- Monitor work practices and provide instruction and coaching to employees and non-IH workers, as appropriate.
- Ensure the Blood and Body Fluid Exposure Protocols ([employees](#) and [non-IH workers](#)) are posted in work areas.

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- Investigate any incidents, near misses or safety concerns.

First Aid Attendants:

- Be familiar with this [IH Management of Occupational Exposure to Blood and Body Fluids policy](#) and the protocols for [employees](#) and [non-IH workers](#).
- Provide exposed person with a level of care within scope of training.
- Follow the procedures as outlined in section 6.0 of this policy.

Emergency Departments:

- Be familiar with this [IH Management of Occupational Exposure to Blood and Body Fluids policy](#) and the protocols for [employees](#) and [non-IH workers](#).
- Follow the procedures as outlined in section 6.0 of this policy.
- Ensure the Emergency Department maintains an appropriate level of anti-retroviral medication starter kits and [IH Blood and Body Fluid Exposure packages](#).

Exposed persons:

Employees

- Be familiar with the steps as outlined in the [Health Care Worker Reference Guide: Blood and Body Fluid Exposure](#), BBFE protocols for [employees](#) and this [IH Management of Occupational Exposure to Blood and Body Fluids policy](#).
- Follow all [Infection Prevention and Control Practices](#), including Point of Care Risk Assessment.
- Follow the procedures as outlined in section 6.0 of this policy.
- Follow direction from supervisor.
- Report unsafe conditions, incidents and near misses.

Non-IH workers

- Report unsafe conditions, incidents and near misses to their employer or academic institution for follow up. Volunteers must report incidents as per the [Volunteer Incident Reporting and Investigation Policy VD0100](#).
- Follow all [Infection Prevention and Control Practices](#).
- Follow the procedures as outlined in section 6.0 of this policy.

Lab:

- Be familiar with the steps as outlined in the BBFE protocols for [employees](#) and [non-IH workers](#).
- Follow all [Infection Prevention and Control Practices](#).
- Follow the procedures as outlined in section 6.0 of this policy.

Infection Prevention and Control Program (IPAC):

- Be familiar with [IH Management of Occupational Exposure to Blood and Body Fluids policy](#) and protocols for [employees](#) and [non-IH workers](#).
- Review the Infection Prevention and Control Manual.

Joint Occupational Health and Safety (JOHS) Committee/Worker Representatives:

- Be familiar with [IH Management of Occupational Exposure to Blood and Body Fluids policy](#) and protocols for [employees](#) and [non-IH workers](#). Review the details of

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the incidents and corrective measures.

- Follow the procedures as outlined in section 6.0 of this policy.

Employee Relations:

- Be familiar with [IH Management of Occupational Exposure to Blood and Body Fluids policy](#) and protocols for [employees](#) and [non-IH workers](#).
- Support front line management and first line of contact in the delivery of employee and non-IH employed worker blood and body fluid exposure follow-up.

Workplace Health and Safety (WH&S):

- Develop and maintain policies, procedures, educational programs and tools to guide management of exposure and prevention activities.
- Review the [IH Management of Occupational Exposure to Blood and Body Fluids policy](#) and protocols for [employees](#) and [non-IH workers](#) annually.

Provincial Workplace Health Contact Centre (PWHCC):

- Provide IH employees with BBFE post-exposure management as outlined by the BCCDC ([Communicable Disease Manual, Chapter 1: Communicable Disease Control - Blood and Body Fluid Exposure Management](#)) and BC OHS Regulations ([Part 6 – Biological Agents, Section 6.33 – 6.41](#)).
- Follow the procedures as outlined in section 6.0 of this policy.

5.0 EDUCATION AND TRAINING

- All employees must receive instruction in prevention strategies and behavior appropriate to the level of risk in their work. All employees must complete department/job specific WHS orientation to hazards & programs specific to their work. Screening, education, and immunization are incorporated into the recruitment and orientation process for new employees.
- All non-IH workers must receive education and training in prevention strategies and behavior appropriate to the level of risk of their work from their employer or academic institution. All non-IH workers must complete department/job specific WHS orientation to hazards & programs specific to their work.
- New and returning employees are to receive orientation to communicable disease prevention, including vaccination and immunity status requirements and the management of blood and body fluid exposures ([New Employee Orientation: i-Learn 977](#)).

6.0 PROCEDURES

6.1 Post-Incident Follow-up

Management and Supervisors:

- Follow steps as outlined in the Blood and Body Fluid Exposure (BBFE) protocols for [employees](#) and [non-IH workers](#) and the [Manager Reference Guide: Health Care Worker Blood and Body Fluid Exposure](#).
- Liaise, as necessary, with First Aid/Emergency Department, Lab, Source,

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Sources most responsible physician, WH&S, Non-IH workers or PWHCC (Employee).

- Complete the incident investigation ([AV1100](#)).

Exposed persons:

Employees

- Follow the steps as outlined in the [Health Care Worker Reference Guide: Blood and Body Fluid Exposure](#) and BBFE protocols for [employees](#).
- Report BBFE incident to the PWHCC (1-866-922-9464, Monday to Friday 0700 – 1700 except for statutory holidays).

Non-IH workers

- All non-IH workers are to follow their employer or academic institutions processes for incident reporting.

First Aid Attendants, Emergency Departments, Laboratory:

- Provide exposed person with a level of care within scope of training.
- Follow the procedures as outlined in the Blood and Body Fluids Exposure BBFE Protocols for [employees](#) or for [non-IH workers](#).
- Follow all departmental policies and procedures related to blood and body fluid exposures.

Joint Occupational Health and Safety (JOHS) Committee/Worker Representatives:

- Participate in or review the completed investigation to ensure that it is complete and that corrective actions are identified. Follow up to ensure corrective actions are implemented and appropriate.

Provincial Workplace Health Call Centre (PWHCC):

- Communicate and support IH employees through the BBFE post-exposure process as outlined by the BCCDC ([Communicable Disease Manual, Chapter 1: Communicable Disease Control - Blood and Body Fluid Exposure Management](#)) and BC OHS Regulations ([Part 6 – Biological Agents, Section 6.33 – 6.41](#)).

7.0 TOOLS AND RESOURCES

- [BLOOD AND BODY FLUID EXPOSURE – DOCUMENT ORDERING](#)
- [IH BIOLOGICAL EXPOSURE CONTROL PLAN](#)
- [HLTH 2339 \(BCCDC\): MANAGEMENT OF PERCUTANEOUS OR PERMUCOSAL EXPOSURE TO BLOOD AND BODY FLUID / LABORATORY REQUISITION](#)
- [HLTH 2340 \(BCCDC\): MANAGEMENT OF PERMUCOSAL EXPOSURE TO BLOOD AND BODY FLUID – LETTER TO FOLLOW-UP PHYSICIAN](#)
- [HEALTH CARE WORKER REFERENCE GUIDE: BLOOD AND BODY FLUID EXPOSURE](#)
- [IH INFECTION PREVENTION & CONTROL MANUAL](#)
- [MANAGER REFERENCE GUIDE: HEALTH CARE WORKER BLOOD AND BODY FLUID EXPOSURE](#)
- [SOURCE RISK ASSESSMENT \(SRA\): BLOOD & BODY FLUID EXPOSURE](#)

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- [EMPLOYEE AND FAMILY ASSISTANCE PROGRAM](#)

8.0 RELATED POLICIES

- [AH1000 - EMERGENCY DEPARTMENT TRIAGE AND REASSESSMENT IN WAITING ROOM AND AMBULANCE STRETCHERS.AL0100 CONSENT – ADULTS](#)
- [AU1100 STUDENT PLACEMENTS](#)
- [AV0100 OCCUPATIONAL HEALTH AND SAFETY PROGRAM](#)
- [AV1100 – EMPLOYEE INCIDENT REPORTING AND INVESTIGATION](#)
- [AV0900 PREVENTION AND MANAGEMENT OF OCCUPATIONAL EXPOSURE TO COMMUNICABLE DISEASES](#)
- [VD0100 – VOLUNTEER INCIDENT REPORTING AND INVESTIGATION](#)

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