

AMERICAN SAFETY & HEALTH INSTITUTE

INSTRUCTOR
GUIDE

Bloodborne Pathogens



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**NOTE: Written Exams, Performance Evaluations, Course Roster, and Student Skill Record are located on the accompanying CD.*

Program Standards

Program Name:	Bloodborne Pathogens
Intended Audience:	Any employee who has a reasonable anticipation of contact with blood or other potentially infectious materials as a result of performing designated job duties; including but not limited to; healthcare workers, public safety personnel, housekeeping and custodial workers , educational and correctional workers, and designated first aid providers.
Prerequisites:	None
ASHI-Approved Training Materials:	<i>ASHI Blood Borne Pathogens Student Handbook</i> (one per participant), Instructor Guide (one per instructor) and ASHI-approved audio-visual presentation media (DVD/VHS, PowerPoint® and/or Computer Resident/Web-Based)
Recommended Average Initial Instruction Time:	About 2 hours.
Average Renewal Instruction Time:	Varies. Retraining may be limited to addressing new exposures, modification of tasks or procedures, or institution of new tasks or procedures.
Recommended Maximum Student-to-Instructor Ratio:	10:1 (20:1 with assistant instructor)
Certification:	<p>Documentation: Specific training record verifying student has completed the course is required.</p> <p>Written Exam: Optional.</p> <p>Performance Evaluation: Optional.¹</p>
Certification Period:	One year. Federal OSHA requires that bloodborne pathogens training be provided to employees with occupational exposure <i>at least annually</i> .
Note(s):	<ol style="list-style-type: none"> 1. Instructors conducting bloodborne pathogens training must be knowledgeable in the subject matter covered as it is related to the workplace in which the training is conducted. 2. Participants must have an opportunity for interactive questions and answers with the instructor. 3. Instructors bear responsibility of ensuring that each participant meets the objectives for successful completion. 4. Individual states may assume responsibility for developing and enforcing their own occupational safety and health standards. These standards are required to be "at least as effective as" the federal program and may be more stringent. 5. Recommended instruction time may be reduced via self-instruction, blended learning,² or challenges.

¹ The OSHA bloodborne pathogen standard requires that employers provide additional training in handling human pathogens and infectious agents to employees in HIV and HBV Research Laboratories and Production Facilities. Additionally, employees must be able to demonstrate proficiency in standard microbiological practices and techniques specific to their workplace before being allowed to work with HIV or HBV. *This level of training and skill is beyond the scope of this program.*

Core Knowledge Objectives

METHOD: Instructor-led lecture/group discussion and/or self-instruction (Video/Computer Resident/Web-Based)	BBP Standard Reference Number
1. Describe where to find a copy of the regulatory text of the standard, and provide an explanation of its contents.	1910.1030(g)(2)(vii)(A)
2. Explain the incidence, distribution, and control of bloodborne diseases.	1910.1030(g)(2)(vii)(B)
3. Explain how bloodborne pathogens are transmitted.	1910.1030(g)(2)(vii)(C)
4. Describe the exposure control plan, and indicate where a written copy of the employer's plan can be obtained.	1910.1030(g)(2)(vii)(D)
5. Recognize tasks and activities that may involve exposure to blood and other potentially infectious materials.	1910.1030(g)(2)(vii)(E)
6. Explain the use and limitations of methods that will prevent or reduce exposure to blood and other potentially infectious materials, including engineering controls, work practices, and personal protective equipment.	1910.1030(g)(2)(vii)(F)
7. Describe the types, proper use, location, removal, handling, decontamination, and disposal of personal protective equipment.	1910.1030(g)(2)(vii)(G)
8. Explain how to select personal protective equipment.	1910.1030(g)(2)(vii)(H)
9. Describe the efficacy, safety, and method of administration of the hepatitis B vaccine, and recognize the benefits of being vaccinated free of charge.	1910.1030(g)(2)(vii)(I)
10. Recognize the appropriate actions to take and persons to contact in an emergency involving blood or other potentially infectious materials.	1910.1030(g)(2)(vii)(J)
11. Explain the procedure to follow if an exposure incident occurs, including the method of reporting the incident and the medical follow-up that will be made available.	1910.1030(g)(2)(vii)(K)
12. Describe the required post-exposure evaluation and follow-up after an exposure incident.	1910.1030(g)(2)(vii)(L)
13. Describe the required signs and labels and/or color coding.	1910.1030(g)(2)(vii)(M)
14. Recognize an opportunity for interactive questions and answers with the knowledgeable person conducting the workplace training.	1910.1030(g)(2)(vii)(N) 1910.1030(g)(2)(viii)

²This refers to training in which the knowledge elements reside on a computer or online. Only ASHI-approved web-based media content may be used. Please contact ASHI for more information on blended training solutions.

Optional Core Skill Objectives

METHOD: Physical skill demonstration by student in classroom assessed by authorized instructor	BBP Standard Reference Number
1. Demonstrate how to clean up a blood spill (or other potentially infectious material) using safe work practices and effective personal protective equipment.	None
2. Demonstrate how to remove and dispose of contaminated personal protective equipment.	None
3. Demonstrate proper handwashing technique with soap and water or an alcohol-based hand cleaner.	None

Program Outlines

Recommended Initial Course Schedule

Break for at least 5 minutes each hour

Section	Time (minutes)
Section 1: Introduction	10
Section 2: Bloodborne Pathogens and OPIM	40
Section 3: Safety and Prevention in the Workplace	40
Section 4: Exposure Incidents and Follow Up	10
Section 5: Conclusion	10
Breaks	10
Total Approximate Minutes:	120
Total Approximate Hours:	2

Retraining

Annual retraining must be provided within one year of original training. Retraining must cover the core knowledge objectives topics to the extent needed and must emphasize new information or procedures. It does not need to be an exact repetition of the initial or previous training.^v

Program Description

Objective

The objective of this course is to familiarize employers and employees with bloodborne pathogens in compliance with the Occupational Safety & Health Administration (OSHA) Bloodborne Pathogen Standard (29 CFR 1910.1030).

Definition

Bloodborne pathogens are infectious materials in blood that can cause disease in humans, including hepatitis B and C and human immunodeficiency virus, or HIV. Workers exposed to these pathogens risk serious illness or death.

Integration

Bloodborne Pathogens may be integrated with other ASHI Programs where necessary or desired. Shared skill and knowledge objectives need not be repeated. Each student is required to have the approved Student Handbook for each program. “Take Home” books are strongly recommended. Program standards, including student-to-instructor ratios, must be maintained.

Instructional Approach**Less is more.**^{vi}

The word “*simpliciter*” comes from Latin and means to make simple or simpler, to reduce to basic essentials, or diminish in scope or complexity.^{vii} ASHI has long promoted a simple and practical instructional approach in its training programs. This 2006 revised curriculum strives to build on this tradition by focusing on a simple, practical approach to help students recognize or recall the risks of bloodborne pathogens, the appropriate steps for safety and prevention of infectious disease transmission, and other information requirements of the standard.

Flavor

Ice cream contains the core ingredients of milk fat, serum solids, sweeteners, stabilizers, emulsifiers, and water. Popular flavors, like chocolate, are added to create interest and appeal. The same is true about training in bloodborne pathogens. The core ingredients (knowledge and skill objectives) must be the same for each program, but flavor must be added to create interest and appeal for the specific audience. The program is intended to be flexible in this regard. It should be customized to meet the teaching styles of the instructor, the learning needs of the student, and the business and/or regulatory needs of an employer. To be successful, all instructors must know their audience and what they value.

It is important to understand that flexibility does not come without responsibility. The bloodborne pathogens standard requires that the instructor be knowledgeable in the training program subject matter as it relates to the workplace that the training will address.

Presentation Materials**Instructor Guide**

This Instructor Guide provides a step-by-step approach for facilitating a Bloodborne Pathogens Program. Objectives, equipment, and presentation materials for each lesson are provided. Each lesson contains a “Reason for Learning” statement. This is to help the instructor explain why the lesson is important. Students will only respond to training when they are aware of their own need for it, and the personal benefit they will derive from achieving it.^{viii} Each core knowledge and skill lesson wraps up with short problem-solving scenarios. This “case-based” approach helps students recall key information and stimulates active learning.^{ix}

Please Note! This Instructor Guide is designed to cover the required (core) knowledge and training aspects of the OSHA bloodborne pathogens standard. By itself, this program cannot and does not meet all requirements under the standard.