

## **Part 554 Bloodborne Infectious Diseases Standard Requirements for Training**

Initial and annual training is required for all part-time, temporary and full-time employees exposed to blood or other potentially infectious material. Requirements for this training are delineated in the bloodborne infectious diseases rules and are discussed below.

First, training must be conducted at the time of initial assignment or prior to any exposure. If new or revised tasks or procedures are instituted at a future date, then additional training must be given prior to their implementation.

### **Trainer Qualifications**

The person conducting the training must be knowledgeable in the subject matter. In addition to demonstrating expertise in the area of occupational health and the transmission of bloodborne pathogens, the trainer must be familiar with the manner in which the elements in the training program relate to the particular workplace. Specialized courses or degree programs would aid in certifying the trainer's knowledge. Persons with strong medical backgrounds such as healthcare professionals (i.e., nurses, physicians and their assistants, infection control practitioners, emergency medical technicians, dental professionals, industrial hygienists and epidemiologists) are good candidates for trainers as long as they are knowledgeable in the subject matter.

A question and answer period must be provided in the training session. The trainer must present the training in a manner appropriate to the employee's educational, literacy and language background so that the employee understands the training.

### **Training Content**

In addition to the above requirements for training, the content of the training program is regulated. An overview of the bloodborne infectious diseases rules is required. A basic understanding of the reasons for the rules including an explanation of the epidemiology and symptoms of bloodborne disease and their modes of transmission is required. Current statistics regarding the epidemiology of the bloodborne pathogens can be requested from the Communicable Disease Epidemiology Division, Michigan Department of Community Health, P.O. Box 30035, 3500 North Martin Luther King, Jr., Boulevard, Lansing, Michigan 48909 or call (517)335-8165.

The trainer should present information on the more common bloodborne diseases including hepatitis B, AIDS, hepatitis C and syphilis. The modes of transmission should include both those common to the workplace (i.e., needle punctures, contact with non-intact skin, splashes and splatters into the eyes, nose or mouth) and personal risk factors (i.e. sexual activity and intravenous drug abuse). The employee must be trained to recognize those work tasks which could result in exposure such as tasks which result in direct contact with street clothing or skin, or result in splashing and splattering into the eyes, nose or mouth.

To minimize exposure, employers must include non-managerial, exposed employees in the identification, selection and evaluation of appropriate, commercially available and effective safer medical devices. Effective training on new techniques and practices regarding the selected safer medical devices is required. Hands-on training is particularly recommended. Prohibited work practices must be communicated (i.e., no eating or drinking in contaminated areas).

If safer medical devices and work practice controls have not eliminated exposure, personal protective equipment (PPE) is required. PPE training must include the basis for selection, use and limitations. For example, single use examination gloves for blood drawing or utility gloves for blood cleanup would be necessary for use in differing tasks. Information on the types, proper use, location, removal, handling, decontamination and disposal of personal protective equipment must also be detailed.

Information on the hepatitis B vaccination including information on its efficacy, safety, method of administration, the benefits of being vaccinated and that the vaccine and vaccination will be offered free of charge also needs to be included in the training program. Additionally, information on postexposure evaluation and follow-up and procedures to follow if an exposure incident occurs shall be provided. The trainer needs to keep current with information from the U.S. Public Health Service Centers for Disease Control and Prevention (CDC). Publications such as the *Morbidity and Mortality Weekly Report* can be easily accessed at the following CDC website: [www.cdc.gov/epo/mmwr/weekcvol.html](http://www.cdc.gov/epo/mmwr/weekcvol.html) regarding these requirements.

Other elements of the training program include information on emergencies which the employee may encounter during work and an explanation of signs, labels or color coding as required by the rules. Finally, an explanation of the employer's exposure control plan and where to obtain it is required.

#### **Training Records**

Training records must also be maintained by employers. These records must include dates of the training sessions, contents or a summary of the training sessions, names and qualifications of the trainers and the names and job titles of all persons attending the training sessions. Records must be maintained for 3 years from the date of training and must be provided upon request for examination and copying to employees, employee representatives and the Michigan Department of Consumer and Industry Services.

To obtain additional information related to the Bloodborne Infectious Diseases standard contact the Michigan Department of Consumer and Industry Services, Bureau of Safety and Regulation:

Consultation Education and Training: (517) 322-1809  
Occupational Health Division: (517) 322-1608