



Safe Infection Control Practices for Personal Care Homes



**PG Monday, October 26, 2015, 1:00pm–
4:00pm**

Penn State Greater Allegheny
McKeesport, PA 15132

**WB Thursday, October 29, 2015, 1:00pm–
4:00pm**

Penn State Wilkes-Barre
Lehman, PA 18627

**ER Thursday, November 5, 2015, 9:00am–
12:00pm**

Active Aging
The Lew Davies Community Center
Meadville, PA 16335

**ER Tuesday, November 10, 2015,
1:00pm-4:00pm**

Lock Haven University, Clearfield Campus
Clearfield, PA 16830

**PH Friday, November 13, 2015,
9:00am-12:00pm**

Temple University, Health Sciences Corp.
Offices
2450 Hunting Park Ave.
Philadelphia, PA 19129

**PG Tuesday, November 17,
9:00am-12:00pm**

PA Child Welfare Training Center
Mechanicsburg, PA 17055



Disclaimer

This information has been developed by an OSHA Compliance Assistance Specialist and is intended to assist employers, workers, and others as they strive to improve workplace health and safety. While we attempt to thoroughly address specific topics, it is not possible to include discussion of everything necessary to ensure a healthy and safe working environment in a presentation of this nature. Thus, this information must be understood as a tool for addressing workplace hazards, rather than an exhaustive statement of an employer's legal obligations, which are defined by statute, regulations, and standards. Likewise, to the extent that this information references practices or procedures that may enhance health or safety, but which are not required by a statute, regulation, or standard, it cannot, and does not, create additional legal obligations. Finally, over time, OSHA may modify rules and interpretations in light of new technology, information, or circumstances; to keep apprised of such developments, or to review information on a wide range of occupational safety and health topics, you can visit OSHA's website at www.osha.gov.



Objectives

- Describe OSHA's safety and health regulations and common hazards found in the Home Healthcare Industry
- Review Infection Control
- Identify OSHA's outreach material to better educate employers and employees on subject matter

- US Bureau of Labor Statistics projects that home healthcare employment will GROW 55% between 2006–2016, making it the fastest growing occupation of the next decade
- During 2007 alone, 27,400 recorded injuries occurred among more than 896,800 home healthcare workers

Source: NIOSH HAZARD REVIEW Occupational Hazards in Home Healthcare (2010)



CY2010 Statistics

- 48% of all reported injuries - overexertion.
- Injuries from slips, trips, and falls were also very common
- Taken together, **74.6%** of all reported cases with days away from work within this industry for CY 2010.

Occupational Safety and Health Administration (OSHA) and the Healthcare Industry

2012 NAICS SEARCH

Enter a NAICS code or Title

2012 NAICS: 62331 - Continuing care retirement communities and assisted living facilities for the elderly

RELATED INDUSTRIES

Collapse list

Expand list

ISP Home

▲ 62 - Health care and social assistance

▲ 623 - Nursing and residential care facilities

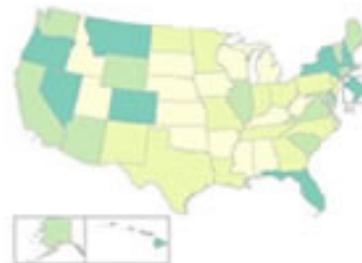
▲ 6233 - Continuing care retirement communities and assisted living facilities for the elderly

▲ 62331 - Continuing care retirement communities and assisted living facilities for the elderly

┆ 623311 - Continuing care retirement communities

┆ 623312 - Assisted living facilities for the elderly

SELECTED VISUALIZATIONS



Facilities include:

<u>2012 NAICS</u>	<u>SIC</u>	<u>Description</u>
623311	8082	Continuing Care Retirement Communities and
623312	8082	Assisted Living Facilities for the Elderly





OSHA INSTRUCTION

U.S. DEPARTMENT OF LABOR

Occupational Safety and Health Administration

DIRECTIVE NUMBER: CPL 03-00-016

EFFECTIVE DATE: 04-05-2012

SUBJECT: National Emphasis Program – Nursing and Residential Care Facilities (NAICS 623110, 623210 and 623311)

****NOTE:** As indicated by the cover memorandum dated April 2, 2015, the procedures outlined in this Instruction will remain in effect until replaced by updated guidance or removed by the Agency. Strikethrough revisions were approved by the Assistant Secretary, and were incorporated into this policy on 2/21/2013.

Home HealthCare Coverage

- Home healthcare is healthcare provided in the client's home. Home healthcare workers provide hands-on long-term care and personal assistance to residents.
- OSHA can inspect facilities based on
 - Referrals
 - Complaints
 - Planned Inspections (priority list)
- Focus during inspections
 - Bloodborne (Hepatitis B Vaccine) and Infection Control
 - Ergonomics Stressors (including patient lifting)
 - Slips, Trips and Falls
 - Tuberculosis
 - Workplace Violence



Safety and Health Issues within the Healthcare Industry

- Hazard Communication
- Bloodborne Pathogens
- Ionizing Radiation
- Exit Routes
- Electrical
- Emergency Action Plans
- Fire Safety
- Medical and First Aid
- Personal Protective Equipment
- Respiratory Protection
- Ergonomic hazards
- Workplace Violence
- Walking/Working Surfaces
- Influenza
- Tuberculosis
- Other (latex, lasers, compressed gases)



Top violations for Healthcare

1910.1030 Bloodborne Pathogens

- (c) No written exposure control plan
- (g) No training for those w/ exposure
- (d) Methods of Compliance
(Engineering, PPE, Housekeeping)
- (h) Recordkeeping issues & no sharps log
- (f) Vaccination not provided w/in 10 days



OSHA INITIATIVES



Protecting Temporary Workers



Recordkeeping Rule Updates



Aligns with the UN's Globally Harmonized System of Classification and Labeling of Chemicals

Hazard Communication

The standard that gave workers the right to know, now gives them the right to understand.



The Changing Workscape

- *During the 1990–2008 period, employment in the temporary help services industry grew from 1.1 million to 2.3 million*
- *More workers in higher skill occupations*
- *Employment in this industry is very volatile - temporary workers are easily hired when demand increases and laid off when it decreases*

Source. Bureau of Labor Statistics



- **3 million people are employed by staffing companies every week**
- **11 million temporary and contract employees are hired by U.S. staffing firms over the course of a year**



Why Are Temp Workers At High Risk of Injury?

- New workers are at increased risk of injury
 - Lack of training and experience
- Host employers do not always have the same commitment to temporary employees as to permanent ones
- Employer who manage the risk of the injury (temp agency) does not control safety and health investment at worksite

Best Practices

Staffing agency & host employer should **both**:

- Have an Injury and Illness Prevention Program
- Perform a hazard assessment of the worksite
- Define scope of work in the contract
- Conduct new project orientation and safety training that addresses hazards to which temporary workers may be potentially exposed
- Maintain communication with the worker and each other





OSHA Hazard Communication 2012 Revised Standard Incorporating GHS

What is GHS?

- Globally Harmonized System for Classification and Labeling of Chemicals
- GHS is not the same as OSHA's Hazard Communication Standard



Top HCS Standards Cited Overall

1910.1200(h) -
training

1910.1200(e) –
written program

1910.1200(g) –
safety data
sheets

1910.1200(f) -
labeling



Pictograms

- The GHS uses nine pictograms to convey the health, physical, and environmental hazards
- This final rules requires eight of these pictograms, the exception being the environment pictogram, since environmental hazards are not within OSHA's jurisdiction

HCS Pictograms and Hazards

<p>Health Hazard</p>  <ul style="list-style-type: none"> • Carcinogen • Mutagenicity • Reproductive Toxicity • Respiratory Sensitizer • Target Organ Toxicity • Aspiration Toxicity 	<p>Flame</p>  <ul style="list-style-type: none"> • Flammables • Pyrophorics • Self-Heating • Emits Flammable Gas • Self-Reactives • Organic Peroxides 	<p>Exclamation Mark</p>  <ul style="list-style-type: none"> • Irritant (skin and eye) • Skin Sensitizer • Acute Toxicity (harmful) • Narcotic Effects • Respiratory Tract Irritant • Hazardous to Ozone Layer (Non-Mandatory)
<p>Gas Cylinder</p>  <ul style="list-style-type: none"> • Gases Under Pressure 	<p>Corrosion</p>  <ul style="list-style-type: none"> • Skin Corrosion/ Burns • Eye Damage • Corrosive to Metals 	<p>Exploding Bomb</p>  <ul style="list-style-type: none"> • Explosives • Self-Reactives • Organic Peroxides
<p>Flame Over Circle</p>  <ul style="list-style-type: none"> • Oxidizers 	<p>Environment (Non-Mandatory)</p>  <ul style="list-style-type: none"> • Aquatic Toxicity 	<p>Skull and Crossbones</p>  <ul style="list-style-type: none"> • Acute Toxicity (fatal or toxic)

Label Example

New style Label (GHS)

Xyz... Chemical







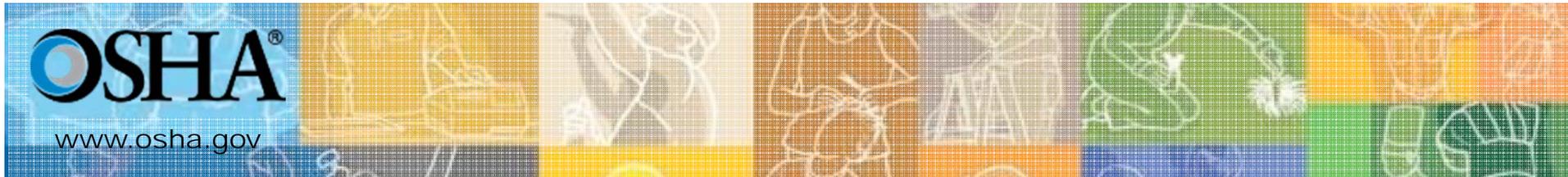
WARNING
Flammable Liquid and vapor
Harmful if swallowed
May cause damage to organs (liver)
May cause damage to organs through prolonged or repeated exposure (heart)
Suspected of damaging fertility

Keep away from heat, sparks, open flames and hot surfaces - No smoking. Do not breathe vapors. Obtain special instructions before use. Do not handle until all safety precautions have been read and understood. Use protective equipment as required. Wear protective gloves and eye protection. Wash thoroughly after handling. Do not eat, drink or smoke when using this product. Keep container tightly closed. Ground container and receiving equipment. Use explosion-proof electrical, ventilating, lighting equipment. Use only non-sparking tools. Take precautionary measures against static discharge. Store locked up in a well ventilated place. Keep cool. Dispose of contents and container in accordance with local, state and federal regulations.

First Aid:
If swallowed: Call a doctor if you feel unwell, Rinse mouth.
If on skin or hair: Remove immediately all contaminated clothing. Rinse skin with water.
If exposed or if you feel unwell: call a doctor.

Fire:
In case of fire: Use water spray foam, dry chemical or carbon dioxide (CO₂) for extinction

GHS Company, 123 Global Drive, Cincinnati, OHtelephone (800) 555-8888



Safety Data Sheets

- 16-section safety data sheet (SDS)
- Sections 12-15 will not be mandatory since they address information outside OSHA's jurisdiction
- Appendix D, Safety Data Sheets, provides the details of what is to be included in each section
- OSHA PEL, ACGIH TLV are required in Section 8, Exposure Controls/Personal Protection
- New information regarding the hazards of the chemical or ways to protect against the hazard must be added to SDS within 3 months



Aligns with the UN's Globally Harmonized System of Classification and Labeling of Chemicals

Hazard Communication

The standard that gave workers the right to know, now gives them the right to understand.

Safety & Health Topics Page:
[Hazard Communication 1994](#)

[Labeling](#) ▾

[Safety Data Sheets](#) ▾

[Pictograms](#) ▾

[Hazard Communication Wallet Card](#)

[Effective Dates](#)



"Exposure to hazardous chemicals is one of the most serious threats facing American workers today," said U.S. Secretary of Labor Hilda Solis. "Revising OSHA's Hazard Communication standard will improve the quality and consistency of hazard information, making it safer for workers to do their jobs and easier for employers to stay competitive."

The Hazard Communication Standard (HCS) is now aligned with the Globally Harmonized

Highlights

- [Hazard Communication Directive \(HCS 2012\)](#)*
- [API Letter A](#) | [API Letter B](#) | [API Letter C](#) | [API Letter D](#)
- [Hazard Communication: Small Entity Compliance Guide for Employers That Use Hazardous Chemicals](#)*
- [Hazard Communication: Steps to an Effective Hazard Communication Program for Employers That Use Hazardous Chemicals Fact Sheet](#)*
- [Letter of Interpretation: Classification of Combustible Dusts under the Revised Hazard](#)



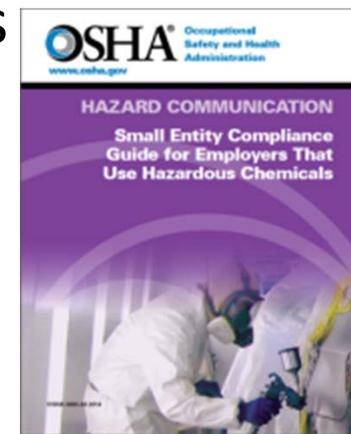
HCS Guidance from OSHA

- OSHA's Safety & Health Topics Page:
 - <https://www.osha.gov/dsg/hazcom/>
- OSHA QuickCards/Fact Sheets/Brief
 - Safety Data Sheets, Labels, Pictograms
 - Comparison of NFPA 704 & HCS 2012 labels
- Small Entity Compliance Guide
 - <http://www.osha.gov/Publications/OSHA3695.pdf>
- Publications: 1-800-321-6742 (OSHA)



As of June 1, 2015, the Hazard Communication Standard (HCS) will require pictograms on labels to alert users of the chemical hazards to which they may be exposed. Each pictogram consists of a symbol on a white background framed within a red border and represents a distinct hazard(s). The pictogram on the label is determined by the chemical hazard classification.

HCS Pictograms and Hazards





Healthcare and Musculoskeletal Disorders



SAFETY AND HEALTH TOPICS

Healthcare

- Home
- Culture of Safety
- Infectious Diseases
- Safe Patient Handling
- Workplace Violence
- Other Hazards
- S

What is healthcare?

Healthcare is involved, directly or indirectly, with the provision of health services to individuals. These services can occur in a variety of work settings, including hospitals, clinics, dental offices, out-patient surgery centers, birthing centers, emergency medical care, home healthcare, and nursing homes.

What types of hazards do workers face?

Healthcare workers face a number of serious safety and health hazards. They include bloodborne pathogens and biological hazards, potential chemical and drug exposures, waste anesthetic gas exposures, respiratory hazards, ergonomic hazards from lifting and repetitive tasks, laser hazards, workplace violence, hazards associated with laboratories, and radioactive material and x-ray hazards. Some of the potential chemical exposures include formaldehyde, used for preservation of specimens for pathology; ethylene oxide, glutaraldehyde, and paracetic acid used for sterilization; and numerous other chemicals used in healthcare laboratories.

How many workers get sick or injured?

More workers are injured in the healthcare and social assistance industry sector than any other. This industry has one of the highest rates of work related injuries and illnesses. In 2010, the healthcare and social assistance industry reported more injury and illness cases than any other private industry sector -- 653,900 cases ([Table 2 \(PDF\)](#)). That is 152,000 more cases than the next industry sector: manufacturing. In 2010, the incidence rate for work related nonfatal injuries and illnesses in health care and social assistance was 139.9; the incidence rate for nonfatal injury and illnesses in all private industry was 107.7.

Nursing aides, orderlies, and attendants had the highest rates of musculoskeletal disorders of all occupations in 2010. The incidence rate of work related musculoskeletal disorders for these occupations was 249 per 10,000 workers. This compares to

- ☐ [Culture of Safety](#)
- ☐ [Infectious Diseases](#)
- ☐ [Safe Patient Handling](#)
- ☐ [Workplace Violence](#)
- ☐ [Other Hazards](#)
- ☐ [Standards/Enforcement](#)



Figure 2.1. Slide/tranfer board (Copyright by Sammons Preston Rolyan. Reprinted with permission.)



Figure 2.2. Slide/draw sheet (Copyright by SureHands Lift and Care Systems. Reprinted with permission.)



Figure 2.9. Rotation disk (Copyright by Sure Hands Lift and Care Systems. Reprinted with permission.)



Figure 2.10. Wall sling (Copyright by Sure Hands Lift and Care Systems. Reprinted with permission.)



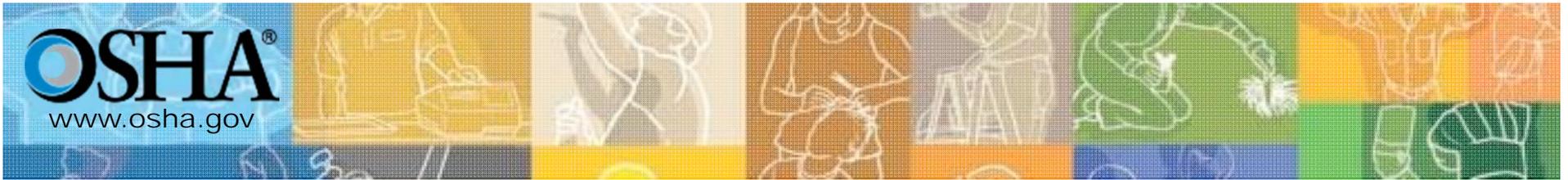
1910.1030 Exposure to Bloodborne Pathogens Components of the Standard

- Exposure Control Plan
- Methods of Compliance
 - Universal Precautions
 - Engineering and Work Practice Controls
 - Personal Protective Equipment
- Housekeeping
- Hepatitis B Vaccination
- Hazard Communication
- Recordkeeping



Exposure Control Plan

- Key provision of the standard:
 - requires employer to identify exposed or potentially exposed workers, i.e., those who need training
 - PPE
 - vaccination
 - and situations where engineering controls would “eliminate or minimize exposure”



Exposure Control Plan

- 1910.1030 (c)(1)(iv) requires plan to be *reviewed and updated at least **annually***
 - Plan must be updated to reflect changes in technology that eliminate or reduce employee exposure



[1910.1030\(c\)\(1\)\(v\)](#)

An employer, who is required to establish an Exposure Control Plan shall solicit input from non-managerial employees responsible for direct patient care who are potentially exposed to injuries from contaminated sharps in the identification, evaluation, and selection of effective engineering and work practice controls and shall document the solicitation in the Exposure Control Plan.



Housekeeping

Maintain a clean and sanitary workplace

- Written cleaning and decontamination schedule
- Contaminated waste disposal methods
- Laundry



Disinfectants

- <https://www.osha.gov/html/faq-bbp.html>
- <http://www.epa.gov/oppad001/chemregindex.htm>
- **Selected EPA-registered Disinfectants**
- List E:
http://www.epa.gov/oppad001/list_e_myco_bact_hiv_hepatitis.pdf

Selected EPA-registered Disinfectants

May 2015

The following lists of antimicrobial products registered by the EPA for healthcare use are effective against the most common emerging pathogens, as indicated by the label claims against these pathogens unless the agency has reviewed data to support the claim and approved the claim on the label. Use of the listed EPA-registered products must meet the EPA, U.S. Environmental Protection Agency, and U.S. Department of Health and Human Services' requirements for [Occupational Exposure to blood borne Pathogens \(29 CFR 1910\)](#) as well proper management of any spill as required by the [Recovery Act \(RCRA\)](#).

The lists are organized alphabetically by product names and by numerical order of their EPA Registration Numbers.

Information about listed products is current as indicated by the dates on the lists. If you would like to review the product label information for any of these products, please contact the EPA. This information does not constitute an endorsement by EPA.

- [List A: EPA's Registered Antimicrobial Products as Sterilizers \(PDF\)](#) (5 pp, 127k, [About PDF](#))
- [List B: EPA Registered Tuberculocide Products Effective Against *Mycobacterium tuberculosis* \(PDF\)](#) (12 pp, 218k, [About PDF](#))
- [List C: EPA's Registered Antimicrobial Products Effective Against Human HIV-1 Virus \(PDF\)](#) (66 pp, 483k, [About PDF](#))
- [List D: EPA's Registered Antimicrobial Products Effective Against Human HIV-1 and Hepatitis B Virus \(PDF\)](#) (30 pp, 128k, [About PDF](#))
- [List E: EPA's Registered Antimicrobial Products Effective Against *Mycobacterium tuberculosis* Human HIV-1 and Hepatitis B Virus \(PDF\)](#) (8 pp, 53k, [About PDF](#))
- [List F: EPA's Registered Antimicrobial Products Effective Against Hepatitis C Virus \(PDF\)](#) (22 pp, 94k, [About PDF](#))
- [List G: EPA's Registered Antimicrobial Products Effective Against *Norovirus* \(PDF\)](#) (3 pp, 51k, [About PDF](#))
- [List H: EPA's Registered Antimicrobial Products Effective Against Methicillin Resistant *Staphylococcus aureus* \(MRSA\) and Vancomycin Resistant *Enterococcus faecalis* \(VRE\) \(PDF\)](#) (12 pp, 100k, [About PDF](#))
- [List J: EPA's Registered Antimicrobial Products for Medical Waste Treatment \(PDF\)](#) (5 pp, 70k, [About PDF](#))
- [List K: EPA's Registered Antimicrobial Products Effective Against *Clostridium difficile* Spores \(PDF\)](#) (1 pp, 56k, [About PDF](#))
- [List L: EPA's Registered Antimicrobial Products that Meet the CDC Criteria for Use Against the Ebola Virus \(PDF\)](#) (1 pp, 56k, [About PDF](#))
- [List M: Registered Antimicrobial Products with Label Claims for Avian \(Bird\) Flu Disinfectants](#)



US Environmental Protection Agency Office of Pesticide Programs

List E: EPA's Registered Antimicrobial Products Effective Against *Mycobacterium tuberculosis*, Human HIV-1 and Hepatitis B Virus

January 9, 2009

* Not a complete list *



Disinfectants Example:

- To clean and disinfect equipment:
 - Wipe surface with Clorox[®] Disinfecting Wipes and **leave wet for 4 minutes** . Let air dry.
 - Spray with Clorox[®] Healthcare Germicidal, **leave wet for 1 minute**, then wipe with a clean, damp cloth. Allow to air dry.

For heavily soiled surfaces, pre-clean first.



- Employers shall provide handwashing facilities which are readily accessible to employees
- Hand washing is the single most important procedure for preventing infections



Hazards

- Sharps Containers overfilled
- Decontamination of Surfaces
- Reusing Phlebotomy Vacutainers
- Sharps Log
 - Post Incident or Retraining
- Engineering Controls Evaluation & document (labor representatives)





Safer Needle Devices

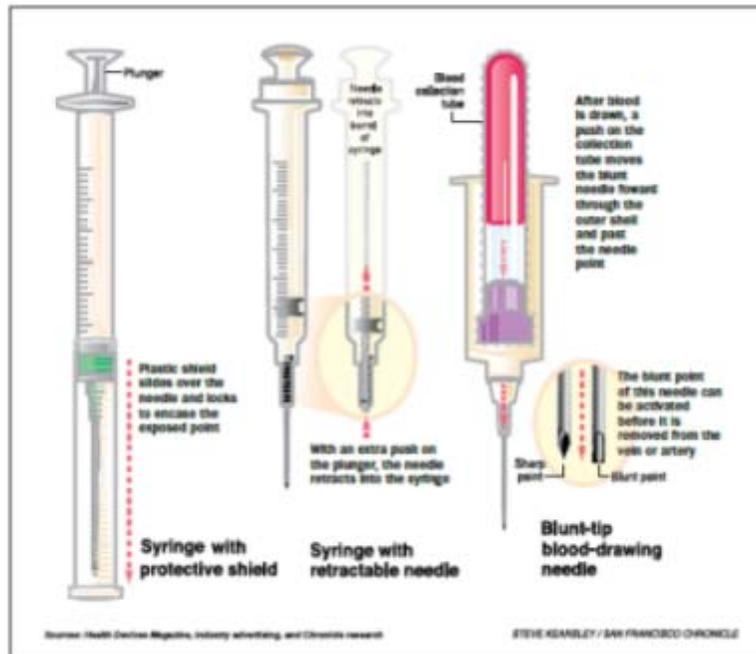


Figure 4.1. Three examples of syringes with safety features. (These drawings are presented for educational purposes and do not imply endorsement of a particular product by the National Institute for Occupational Safety and Health [NIOSH].)



Figure 4.2. Example lancet with safety features. (This drawing is presented for educational purposes and does not imply endorsement of a particular product by the National Institute for Occupational Safety and Health [NIOSH].)



* Not a product endorsement



Summary

Bloodborne Pathogens Standard

- Written Program
- KNOW your CLEANERS
- Proper SELECTION based on facility and exposures
- Update and Training ANNUALLY



Identify OSHA's outreach material to better educate employers and employees



OSHA Produced Documents



Safety and Health Topics | Home Healthcare
https://www.osha.gov/SLTC/home_healthcare/

Table of Contents

- [Occupational Health Practice](#)
- [Ethics and Confidentiality in Occupational Health](#)
- [Evaluating Occupational Exposures and Injuries](#)
- [Medical Screening and Surveillance](#)
- [Medical Records - Laws and Confidentiality](#)
- [OSHA Requirements for Occupational Medical Records](#)
- [Recordkeeping - The OSHA 300 Log](#)
- [Reporting a Dangerous Workplace](#)
- [Setting up a Safe Outpatient Office](#)
- [Workers' Compensation](#)
- [Additional OSHA Resources](#)
- [Additional Governmental, Academic, Clinical and Professional Resources](#)

Quick Links

- [How to Contact OSHA](#)
 - [OSHA State Plans](#)
- [Bloodborne Pathogens \(webpage\) \(standard\)](#)
- [Cadmium \(eTool\) \(webpage\) \(standard\)](#)
 - [Medical Surveillance-Cadmium Standard \(PDF\)](#), (OSHA Brief), (2013)
- [Emergency Preparedness and Response \(webpage\)](#)



The mission of the Occupational Safety and Health Administration (OSHA) is to assure safe and healthy working conditions for working men and women by developing, setting and enforcing standards and by providing outreach, education, training and compliance assistance. Under the law, employers have the responsibility to provide a safe workplace.

Physicians, nurses, nurse practitioners, physician assistants and other health care professionals often encounter work-related health and safety questions as they care for their patients. This web page provides information, resources and links to help clinicians navigate OSHA's web site and aid clinicians in caring for workers.

If you are new to occupational health, sections of this page address important ethical, regulatory and clinical issues you will encounter. You can also use OSHA's [A-Z Index](#) or search engine (both at the top of all pages) to find information on specific hazardous exposures, specific occupations, specific industries, along with other occupational health topics. A number of useful links are listed under Resources below.

Physicians should be aware that the OSHA law prohibits employers from retaliating or discriminating against a worker for reporting an injury or illness. If a worker has been disciplined, punished, fired, demoted transferred, or retaliated against in any way for reporting the signs and symptoms of an injury or illness, they can file a complaint with OSHA at 1-800-321-6742. This type of complaint must be made to OSHA immediately (within 30 days).

Occupational Health Practice

For clinicians establishing or working in an occupational health practice, many protocols and procedures will depend on the practice situation (i.e. freestanding clinic, corporate clinic, large clinic network) and on the industry or industries being served. However, the following are important considerations for any clinician providing occupational health services:

- Review (or create) policies and procedures to assure compliance with OSHA standards as well as compliance with other certification and licensing bodies.
- Identify occupational health hazards, such as biological, chemical, physical, ergonomic and psychological, for all worker groups and industries being served.



Compliance Quick Start

Help for Employers
How to comply, go beyond compliance, and improve your bottom line

Remember! Under the Occupational Safety and Health Act, employers are responsible for providing a safe and healthy workplace and workers have rights.

[Quick Links -](#)

- Am I covered by OSHA?
- What are my responsibilities as an employer?
- How do I identify and control safety and health hazards in my business?
- How do I comply with OSHA standards and rules?
- How do I comply with OSHA's injury and illness recordkeeping, reporting and poster requirements?
- How can I go beyond compliance and improve my bottom line?
- What happens if OSHA inspects my workplace?
- What resources does OSHA have for my small business?
- Where can I get information on safety and health training for my workers?
- What rights do my workers have under the OSHA law?
- Where can I find resources to protect my diverse workforce?
- How can I work cooperatively with OSHA?
- What if I am in a state with an OSHA-approved State Program?
- How do I get OSHA publications and videos?
- What should I do if I can't find the answer to my question?

Updates to OSHA's Recordkeeping/Reporting Rule

Quick Start
OSHA Compliance Assistance Quick Start

Compliance Assistance Quick Start is a tool to introduce employers and workers, especially those at new or small businesses, to the compliance assistance resources on OSHA's website. Quick Start currently includes modules for:

- General Industry
- Construction
- Health Care
- Hispanic Outreach

By following the step-by-step guides, you can generate an initial set of compliance assistance materials tailored to your workplace.

 How is OSHA helping employers and workers?



Compliance Assistance Quick Start



 [Step 1](#) [Step 2](#) [Step 3](#) [Step 4](#) [Step 5](#) [Step 6](#) [Step 7](#) [Step 8](#) [Library](#)

Follow the steps below to identify some of the major OSHA requirements and guidance materials that may apply to your health care facility. These steps will lead you to resources on OSHA's Web site that will help you comply with OSHA requirements and prevent workplace injuries and illnesses.

- **Step 1:** [OSHA Requirements That Apply to Many Health Care Employers](#)
- **Step 2:** [Other Hazards at Health Care Facilities](#)
- **Step 3:** [Survey Your Workplace for Additional Hazards](#)
- **Step 4:** [Find Information About Specific Health Care Sectors](#)
- **Step 5:** [Develop a Comprehensive Safety and Health Program](#)
- **Step 6:** [Train Your Employees](#)
- **Step 7:** [Recordkeeping, Reporting, and Posting](#)
- **Step 8:** [Find Additional Compliance Assistance Information](#)

For more information, see the [Health Care Quick Start Library](#). This includes a collection of forms, resources, publications, and sample programs that are incorporated into the Quick Start steps, plus additional compliance assistance resources. You can use this collection as a reference after completing the steps.

NOTE: If you have Spanish-speaking employees, visit [OSHA's Spanish-Language Compliance Assistance Resources page](#) and [OSHA en Español](#). If you employ temporary workers, visit [OSHA's Protecting Temporary Workers page](#). If you employ teen or young workers, visit [OSHA's Young Workers page](#).

Emergency Preparedness and Response

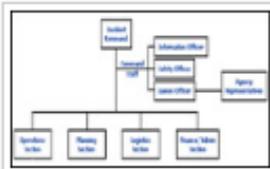
versión en español



Safety and Health Topics ▾

Emergencies can create a variety of hazards for workers in the impacted area. Preparing before an emergency incident plays a vital role in ensuring that employers and workers have the necessary equipment, know where to go, and know how to keep themselves safe when an emergency occurs. These Emergency Preparedness and Response pages provide information on how to prepare and train for emergencies and the hazards to be aware of when an emergency occurs. The pages provide information for employers and workers across industries, and for workers who will be responding to the emergency.

For information on how to get started with preparing for an emergency, visit the "Getting Started - General Preparedness and Response" section. This section provides information for general businesses and for workers who will respond to the emergency. The information in this section is designed to apply to a wide variety of emergency preparedness and response incidents. For guidance on a particular type of emergency, visit our Natural Disaster or Specific Hazards Web pages.



Getting Started - General Preparedness and Response

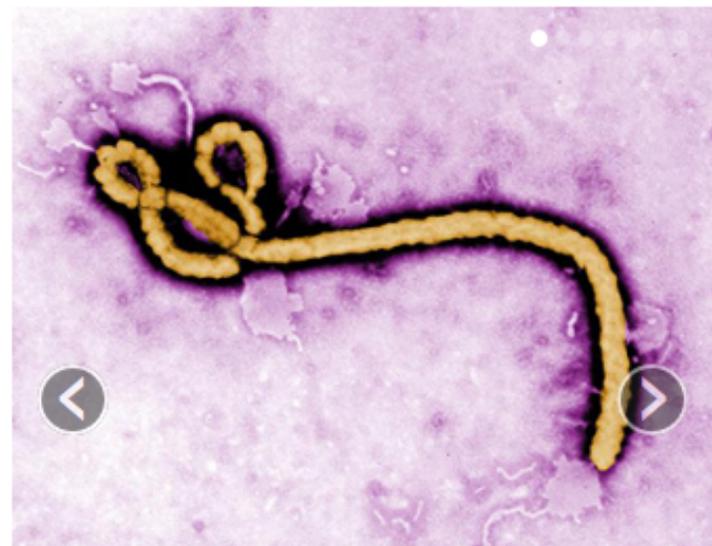
- [Guidance for general businesses](#)
- [Resources for responders](#)



Natural Disasters / Severe Weather Events

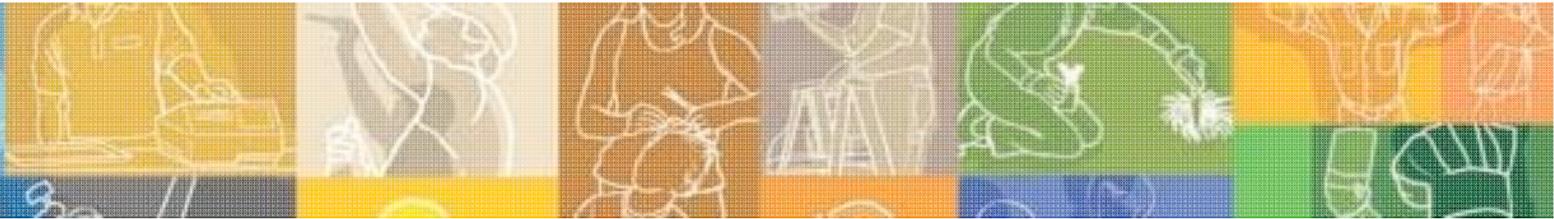
- [Hurricanes](#)
- [Tornadoes](#)
- **NEW** [Earthquakes](#)
- [Floods](#)
- [Wildfires](#)
- [Winter Weather](#)

OSHA's Participation in Emergency Response Operations



Ebola

The ongoing Ebola outbreak in West Africa is the largest Ebola outbreak in recorded history. While no cases have been contracted in the United States and Ebola does not currently pose a significant risk to most Americans, OSHA encourages workers and employers to be prepared



OSHA Publications

All **Topic** Type En Español Other Languages

Print version of OSHA Publications and Educational Materials listed by Topic [PDF](#) [OSHA Newsletter: QuickTakes](#)

Pandemic Influenza

Flu: Influenza in Workers and Pigs - Guidance for Commercial Swine Farmers and Pork Producers Fact Sheet
(English: [HTML](#) [PDF](#))

Pandemic Influenza: Healthcare Workplaces Classified as Very High or High Exposure Risk for Pandemic Influenza Fact Sheet
(English: [HTML](#) [PDF](#))

Pandemic Influenza: How to Protect Yourself in the Workplace during a Pandemic QuickCard™
(OSHA 3365 - 2009) (English: [HTML](#) [PDF](#) [Order Now](#))

Pandemic Influenza: Pandemic Flu Respiratory Protection QuickCard™
(OSHA 3366 - 2009) (English: [HTML](#) [PDF](#) [Order Now](#))

Pandemic Influenza: What Employers Can Do to Protect Workers from Pandemic Influenza Fact Sheet
(English: [HTML](#) [PDF](#))

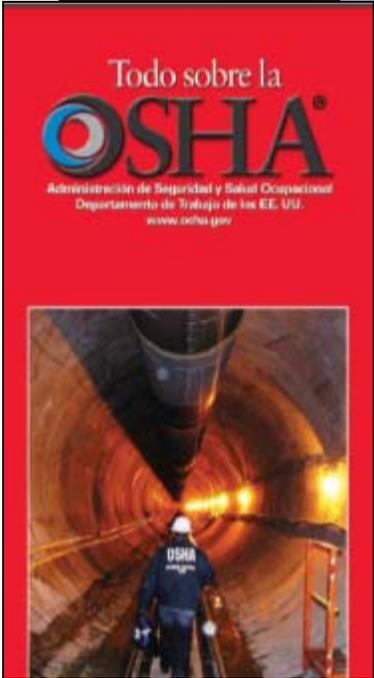
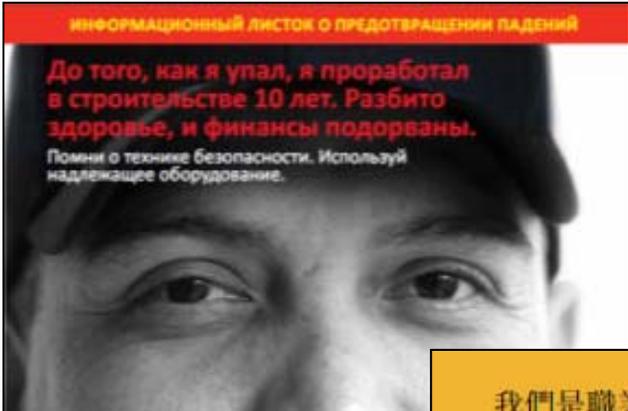
Pandemic Influenza: Workplace Preparation Guide for a Flu Pandemic (Spanish)
(OSHA 3364 - 2009) (Spanish: [PDF](#))

Respiratory Protection: Respiratory Infection Control - Respirators Versus Surgical Masks Fact Sheet
(English: [HTML](#) [PDF](#))

Pandemic Flu



Other Language Publications



Latino Outreach: Publications

Seguridad y Salud en el Trabajo ¡Es la Ley!

OSHA
Administración de Seguridad y Salud Ocupacional
Departamento del Trabajo de los Estados Unidos

EMPLEADORES

- Usted tiene el derecho de notificar a su empleador a la OSHA sobre peligros en el lugar de trabajo. También puede pedir que la OSHA sea notificada si...
- Usted tiene el derecho de pedir a la OSHA que realice una inspección si usted piensa que en su trabajo existen condiciones peligrosas o poco saludables. Usted representará a su empleador y participará en una inspección...
- Usted tiene el derecho de presentar una queja ante la OSHA si su empleador:
 - viola las regulaciones de seguridad y salud ocupacional; o
 - discrimina a su empleador por haber denunciado la violación de seguridad y salud o por ejercer los derechos reconocidos bajo la Ley OSHA.
- Usted tiene el derecho de ver los documentos emitidos por la OSHA a su empleador. Su empleador debe proporcionar los documentos al lugar donde se encuentran los documentos adicionales a cerca del trabajo.
- Su empleador debe corregir los peligros en el lugar de trabajo para la fecha indicada en la citación y certificar que dichos peligros se hayan resuelto o eliminado.
- Usted tiene derecho de recibir copias de sus listas de registros médicos y el registro de sus exposiciones a sustancias y condiciones físicas o químicas.
- Su empleador debe velar por que usted sea notificado de los peligros.
- Usted debe cumplir con todas las normas de seguridad, exposiciones, medidas de emergencia y la Ley OSHA aplicables a sus trabajos actuales y cuando sea necesario.

EMPLEADOS

- Usted debe proporcionar a su empleador un formulario libre de peligros conocidos.
- Usted debe cumplir con las normas de seguridad ocupacionales expedidas conforme a la Ley OSHA.

Ninguna persona tiene que lesionarse o morir por un pago. Si usted piensa que su trabajo no es seguro y tiene preguntas, llame a OSHA. Esta información es confidencial. ¡Nosotros podemos ayudar!

OSHA
Administración de Seguridad y Salud Ocupacional

1-800-321-6742
www.osha.gov

Trabajé en la construcción por 10 años antes de mi caída. Destrozó mi cuerpo y mi forma de ganarme la vida. Trabaje con seguridad. Use el equipo correcto.

DEBIDA ESCALERAS, ANDAMIOS Y

PLAZAMIENTO está prohibido para tener el trabajo de forma segura. EL USO INCORRECTO de escaleras, andamios, techos y/o de otros tipos de estructuras, y/o de otros tipos de equipos de trabajo, pueden causar lesiones o la muerte.

www.osha.gov/techinfo/fall/
1-800-321-6742 (TTY) 1-877-889-8282

AGUA. SOMBRA. DESCANSOS.

Sin ellos no se puede trabajar.

Falling Off Ladders Can Kill: Use Them Safely

Las caídas desde escaleras pueden ser mortales: Úselas de forma segura

OSHA 3025-03 2013

Falls from ladders, scaffolds and roofs can be prevented
Las caídas desde escaleras, andamios y techos pueden prevenirse

www.osha.gov/techinfo/fall/

www.osha.gov/techinfo/fall/

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INFORMATIVA SOBRE EL CALOR



<http://www.osha.gov/as/opa/quicktakes/subscribe.html>

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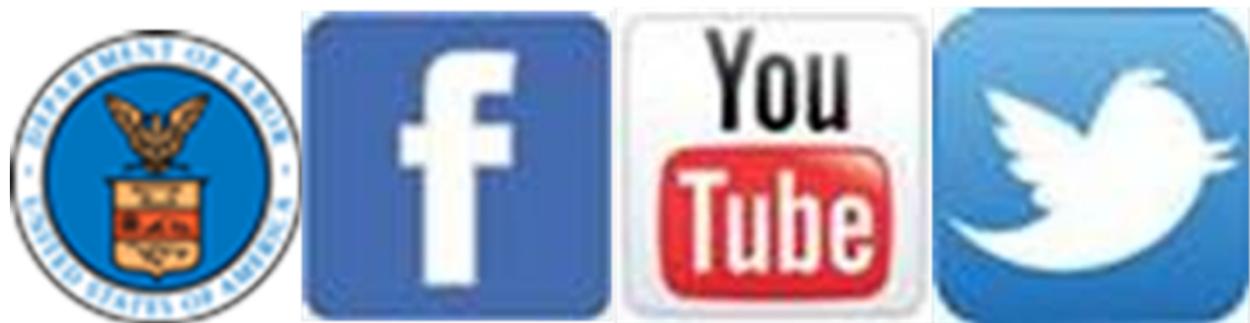


Visit us on the web at: www.osha.gov



Social Media

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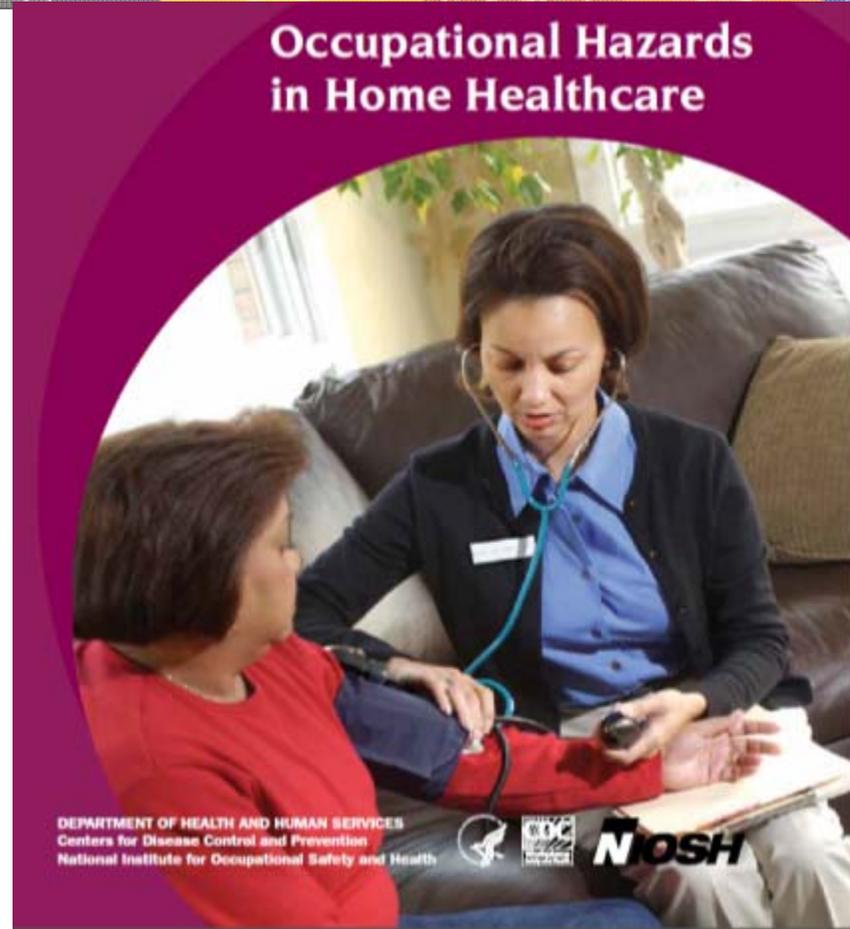
Starting January 1, 2015

All employers must report:

- All work-related fatalities within 8 hours, and
- Within 24 hours
 - all work-related inpatient hospitalizations,
 - amputations (with or without bone loss) or
 - losses of an eye

http://www.osha.gov/report_online/index.html





<http://www.cdc.gov/niosh/docs/2010-125/pdfs/2010-125.pdf>

Lifting Patients Safely



Mechanical wheelchair helps patients from a sitting position to a standing position



NIOSH
FAST FACTS

Home Healthcare Workers

How to Prevent Musculoskeletal Disorders

A work-related musculoskeletal disorder is an injury of the muscles, tendons, ligaments, nerves, joints, cartilage, bones, or blood vessels in the arms, legs, head, neck, or back that is caused or aggravated by work tasks such as lifting, pushing, and pulling. Symptoms include pain, stiffness, swelling, numbness, and tingling.

Lifting and moving clients create a high risk for back injury and other musculoskeletal disorders for home healthcare workers.

EMPLOYERS SHOULD

- Develop policies to ensure all care plans determine whether ergonomic assistive devices are needed.
- Provide ergonomic assistive devices (such as slide boards or gait belts) when needed.
- Provide training on assistive ergonomic devices, their uses, the clinical situation requiring them, and how to order them in the plan of care.
- Develop policies to assess the caregiver's competence with the assistive devices once he or she has been trained and is using them.

- Develop policies to assess the caregiver's competence with the assistive devices once he or she has been trained and is using them.

EMPLOYEES SHOULD

- Participate in ergonomic training.
- Use ergonomic assistive devices if available.
 - Products such as slip sheets, slide boards, rollers, slings, belts, and mechanical or electronic hoists (to lift the client) have been designed to help healthcare workers and clients.
 - Equipment such as adjustable beds, raised toilet seats, shower chairs, and grab bars are also helpful for reducing risk factors for musculoskeletal injuries. These types of equipment can allow the client to help during transfer.

- Use proper body mechanics. Even when assistive devices are used during client care, some amount of physical exertion may still be necessary.
 - Move along the side of the client's bed instead of reaching while performing tasks at the bedside.
 - When manually moving the client, stand as close as possible to the client without twisting your back, keeping your knees bent and feet apart. To avoid twisting the spine, make sure one foot is in the direction of the move. Using gentle rocking motions can also reduce exertion.
 - Pulling a client up in bed is easier when the head of the bed is flat or down. Raising the client's knees and encouraging the client to push (if possible) can also help.
 - Apply anti-embolism stockings by pushing them on while you are standing at the foot of the bed. You can use less force in this position than standing at the side of the bed.
- Notify your employer promptly of any injury in the workplace.

This is one in a series of six fast fact cards developed to provide practical advice for home healthcare workers and is based on NIOSH Hazard Review: Occupational Hazards in Home Healthcare, NIOSH Pub No. 2010-125.

Telephone: 1-800-CDC-INFO | TTY: 1-888-232-6348
Email: cdcinfo@cdc.gov | Web: www.cdc.gov/niosh/topics/healthcare

DHHS (NIOSH) Publication No. 2012-120
February 2012

SAFER • HEALTHIER • PEOPLE™

DEPARTMENT OF HEALTH AND HUMAN SERVICES
Centers for Disease Control and Prevention
National Institute for Occupational Safety and Health



[Health Care Without Harm](#) (PDF).

This paper centering on patient, worker and environmental health and safety ("the three safeties")

[Improving Patient and Worker Safety: Opportunities for Synergy, Collaboration and Innovation.](#)

Joint Commission's report on safety culture and the synergies that exist patient safety & worker health and safety

[NIOSH NORA Healthcare and Social Assistance](#)

[Sector Council](#). (HSRA). The HCSA Sector Council developed priorities for the sector:

- Strategic Goal 1 - Safety and health programs;
- Strategic Goal 2 - Musculoskeletal disorders;
- Strategic Goal 3 - Hazardous drugs and other chemicals;
- Strategic Goal 4 - Sharps injuries; and
- Strategic Goal 5 - Infectious diseases

[The Lucian Leape Institute at National Patient Safety Foundation](#).

Providing a Strategic Vision for Improving Patient Safety



Stop the spread of germs that make you and others sick!

Cover your Cough



Cover your mouth and nose with a tissue when you cough or sneeze or

cough or sneeze into your upper sleeve, not your hands.



Put your used tissue in the waste basket.



You may be asked to put on a surgical mask to protect others.

Clean your Hands

after coughing or sneezing.



Wash with soap and water or

clean with alcohol-based hand cleaner.



<http://www.cdc.gov/flu/protect/covercough.htm>

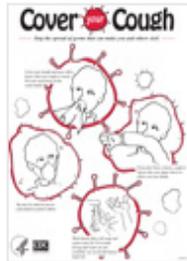


Cover Your Cough, Flyer for Health Care Settings

[English](#) [324 KB]

[English \(no logo\)](#)

[281 KB]



Cover Your Cough, Flyer & Poster for Health Care Settings

Flyer: [English](#)

[Portuguese](#) [268 KB]

[French](#) [225 KB]

[Vietnamese](#) [98 KB]

[Tagalog](#) [93 KB]

[Chinese](#) [246 KB]

[Hmong](#) [224 KB]

[Khmer](#) [213 KB]

Poster: [English](#)

[Vietnamese](#) [90 KB]

[Chinese](#) [246 KB]



Cover Your Cough, Flyer & Poster for Community and Public Settings

Flyer: [English](#)

[Portuguese](#) [300 KB]

[French](#) [289 KB]

[Vietnamese](#) [74 KB]

[Tagalog](#) [75 KB]

[Chinese](#) [212 KB]

[Hmong](#) [294 KB]

[Khmer](#) [279 KB]

[Arabic](#) [64 KB]

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[Farsi](#) [69 KB]

[Kirundi](#) [16 KB]

[Somali](#) [15 KB]

Poster: [English](#)





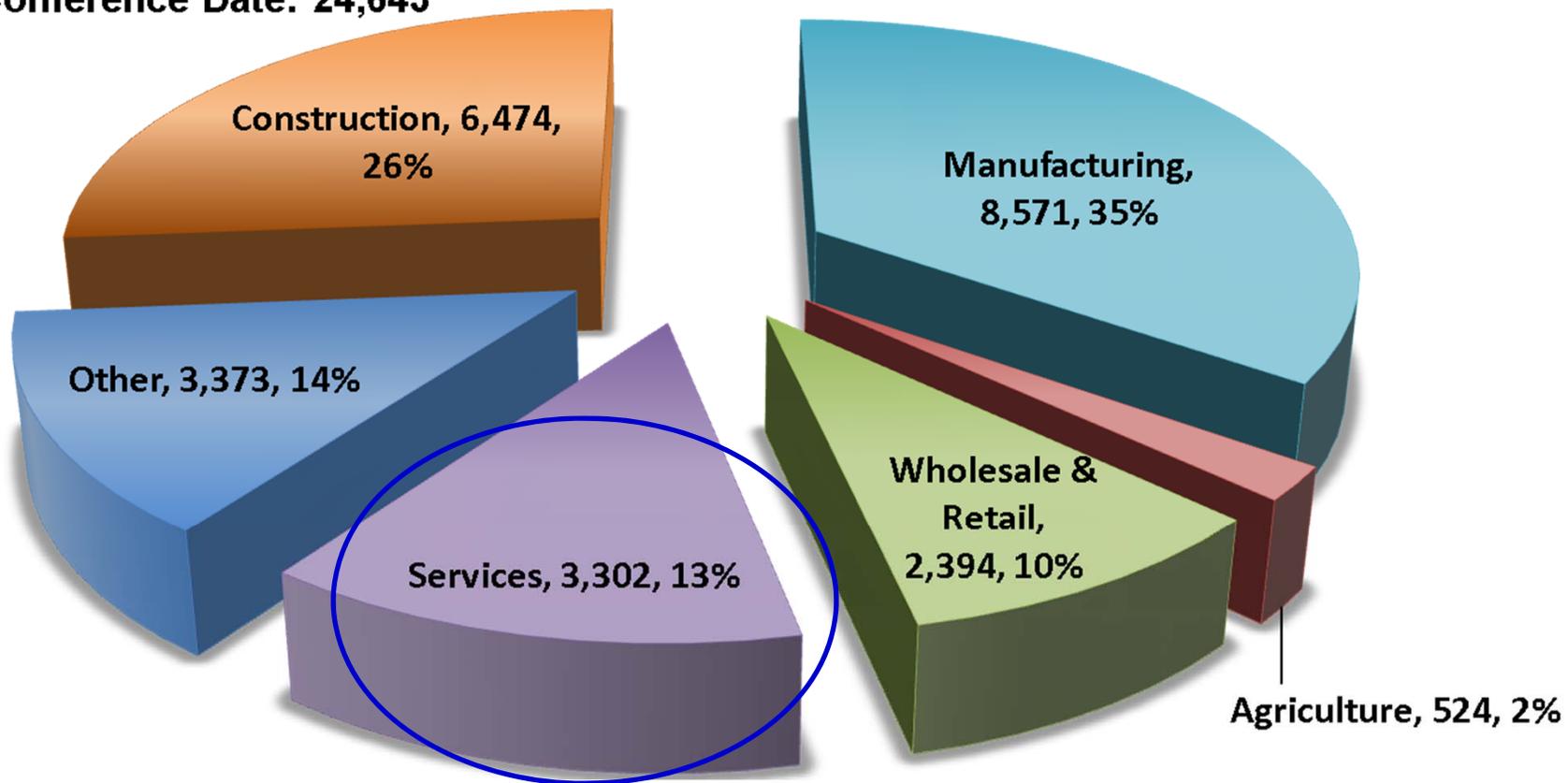
OSHA Consultation Service **Indiana University of Pennsylvania**

- Aimed to help employers who want help in recognizing and correcting safety and health hazards and in improving their safety and health programs
- Free, largely funded by OSHA
- Requirement: A commitment to correcting serious safety and health hazards
- Confidential, tailored to small business



On-site Consultation Visits by Industry Sector: FY 2014

Total FY 2014 Visits with a Closing Conference Date: 24,643

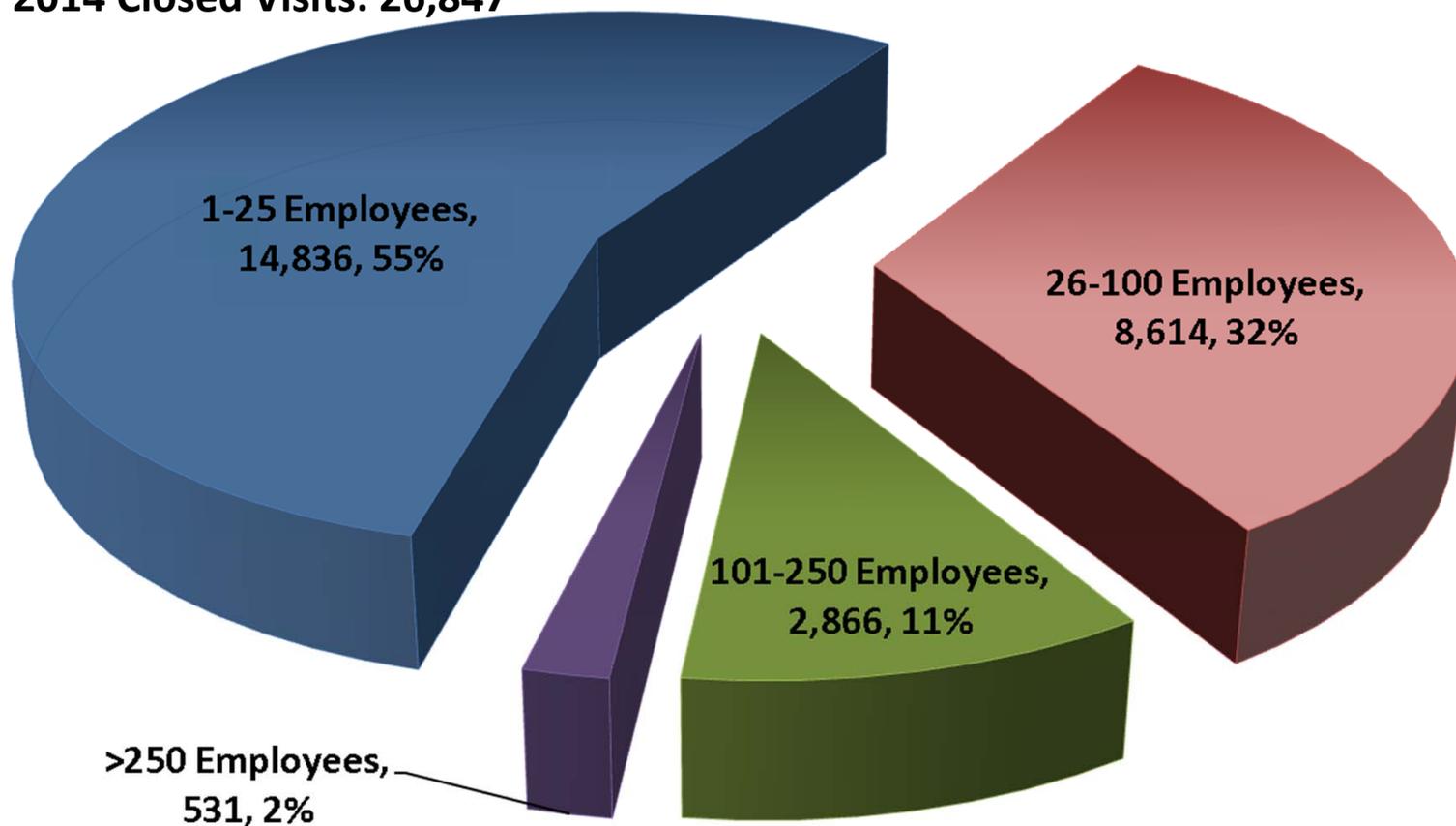


- Sources: On-site Consultation Report for FY 2014 generated on November 14, 2014 and FY 2014 OIS Report generated on November 10, 2014.
- Parameters: Private Sector, Closing Conference Date: October 1, 2013 – September 30, 2014.
- Totals include 21(d) and 23(g) On-site Consultation Project data.



Size of Employers Receiving Consultation Services FY 2014

Total FY 2014 Closed Visits: 26,847



- Sources: On-site Consultation Report for FY 2014 generated on November 14, 2014 and FY 2014 OIS Report generated on November 10, 2014.
- Parameters: Private Sector, Closed Visits: October 1, 2013 – September 30, 2014.
- Totals include 21(d) and 23(g) On-site Consultation Project data.



Indiana University of Pennsylvania

Home > Academics > Colleges > Health and Human Services > Safety Sciences > PA/OSHA Consultation Program

PA OSHA Consultation Program



- HOME
- ADMISSIONS
- ACADEMICS
 - PA OSHA Consultation Program
 - Overview
 - Consultants and Staff
 - Frequently Asked Questions
 - Newsletters and Sign-Up
 - Resources
 - Employment
 - SWIF
 - Hot Off the Press!
 - Resources
- RESEARCH
- STUDENT LIFE
- ABOUT IUP
- ALUMNI

Since 1983, the Safety Sciences Department has been the officially designated agency in the Commonwealth of Pennsylvania for providing occupational and health consultative services made available through federal regulations.

PA-OSHA Consultation E-mail Newsletter Sign Up

Consultation Request Form



The program is designed to assist private-sector employers in the commonwealth in understanding and voluntarily complying with applicable safety/health regulations enforced by the federal Occupational Safety and Health Administration.

Overview
Find out how to get started with the OSHA program and the benefits of participating. Also see our [OSHA Consultation Video](#), [OSHA Consultation brochure](#), and [Small Business Page](#).

Hot Off the Press!
[Live OSHA Forum](#), [OSHA at 40 Video](#), and other recent topics.

Consultants and Staff

Screen shot
09/19/2015



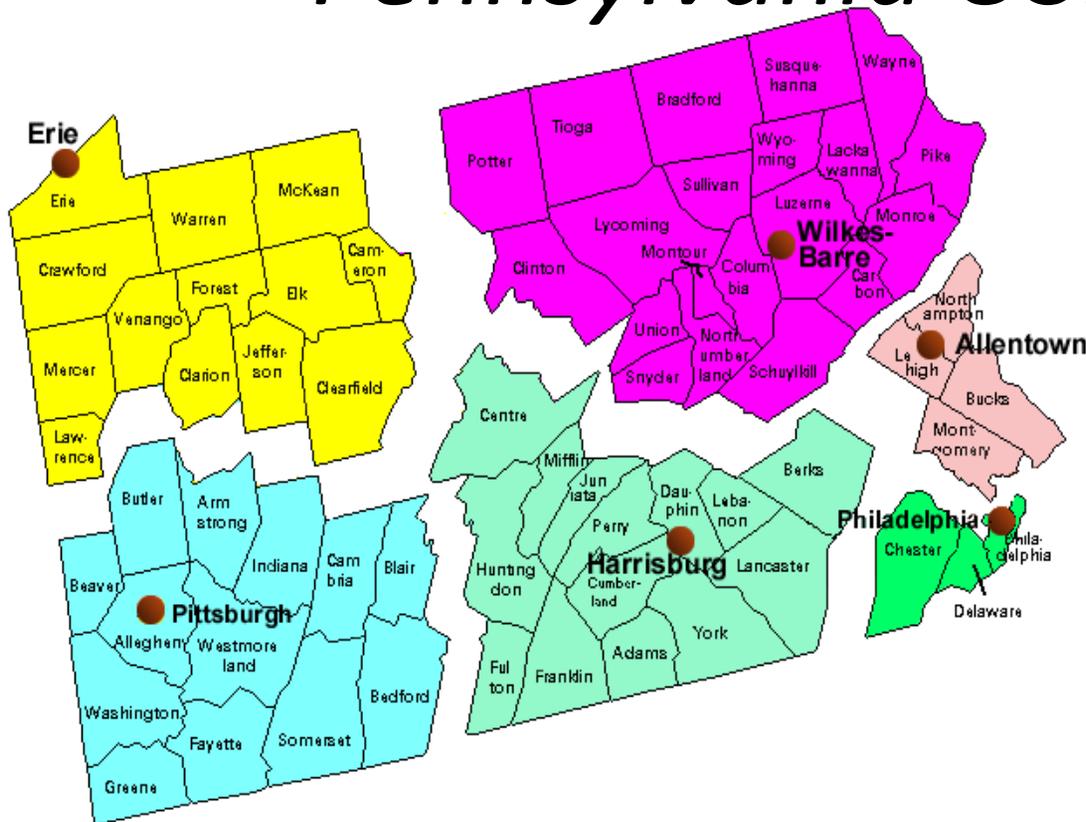
OSHA Consultation Service Indiana University of Pennsylvania

- Safety and Health Achievement Recognition Program (SHARP)
- Contact Information:

1 – 800 – 382 – 1241

<http://www.iup.edu/pa-oshaconsultation>

Pennsylvania OSHA Area Offices



Main OSHA Number:
1-800-321-OSHA,
1-800-321-6742

Allentown Area Office

(267) 429-7542

Erie AO

(814) 874-5150

Harrisburg AO

(717) 782-3902

Philadelphia AO

(215) 597-4955

Pittsburgh AO

(412) 395-4903

Wilkes-Barre AO

(570) 826-6538



**Occupational Safety
and Health Administration**

**AREA Office
Specific information**

www.osha.gov



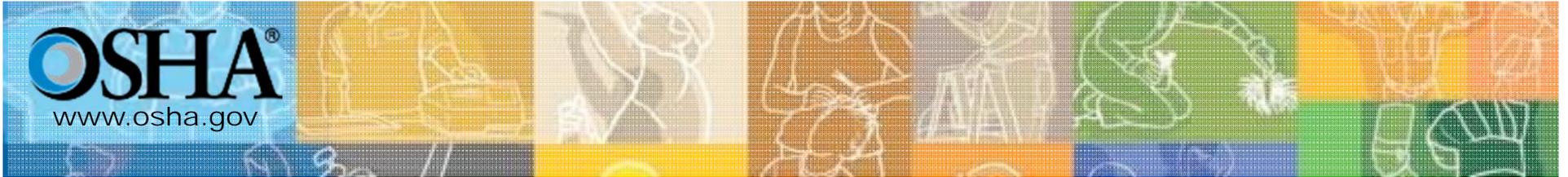
How do I contact OSHA?



**Occupational Safety
and Health Administration**

By telephone to the 24-hour OSHA hotline
(1-800-321-OSHA or 1-800-321-6742).

www.osha.gov



Myth: It is too Expensive to Comply

Fact: It is too expensive to NOT comply

OSHA's \$afety Pays Program



Estimator

Background

[Back to OSHA Small Business](#)

OSHA's "\$afety Pays" program can help employers assess the impact of occupational injuries and illnesses on their profitability. This program uses a company's profit margin, the average costs of an injury or illness, and an indirect cost multiplier to project the amount of sales a company would need to cover those costs. The program is intended as a tool to raise awareness of how occupational injuries and illnesses can impact a company's profitability, not to provide a detailed analysis of a particular company's occupational injury and illness costs.

The "[\\$afety Pays](#)" program will:

- Allow users to pick an injury type from a drop-down list or to enter their workers' compensation costs
- Prompt users for information to do the analysis, including their profit margin and number of injuries
- Generate a report of the costs and the sales needed to cover those costs

BEGIN

For additional information on how "\$afety Pays" works, see [Background of the Cost Estimates](#)

Note: The Cost Estimator requires JavaScript to be enabled in your internet browser. An alternate [text version](#) is also available.

If you have safety or health problems in your workplace, please contact your local [OSHA Area Office](#) or the [OSHA On-site Consultation Program](#) in your state.

Disclaimer:

This program is not a new standard or regulation, and creates no new legal obligations. It is intended to help raise employers' awareness of the impact of occupational injuries and illnesses on profitability. The average claim cost estimates used in "\$afety Pays" are provided by National Council on Compensation Insurance, Inc. (NCCI). The data reflects the average cost of lost time workers' compensation insurance claims derived from unit statistical reports submitted to NCCI for policy years 2009-2011. NCCI makes no guarantees nor assumes any responsibility for the accuracy of or any results obtained through the use of the NCCI data provided through this tool. NCCI's information and data may not be used or copied in any manner except as provided in conjunction with the OSHA website tool, "\$afety Pays." Information entered into the form fields is not captured by OSHA. The system is not programmed to capture or relay any information entered or calculated by the worksheet. For additional information on the data and calculations used in "\$afety Pays," see [Background of the Cost Estimates](#).



Estimated Costs of Occupational Injuries and Illnesses and Estimated Impact on a Company's Profitability Worksheet

Text Version

Employers can use the "Safety Pays" to assess the impact of occupational injuries and illnesses on their profitability. This program uses a company's profit margin, the average costs of an injury or illness, and an indirect cost multiplier to project the amount of sales a company would need to generate to cover those costs. The program is intended as a tool to raise awareness of how occupational injuries and illnesses can impact a company's profitability, not to provide a detailed analysis of a particular company's occupational injury and illness costs. Your local [OSHA On-site Consultation Office](#) can help small businesses identify workplace hazards and develop and implement an effective injury and illness prevention program.

Direct Costs

1. Select an injury type from the drop-down menu OR enter the total workers' compensation costs.
2. Enter the profit margin (leave blank to use default of 3%).
3. Enter the number of injuries (leave blank to use default of one).
4. Select "Add/Calculate" to compute the total direct and indirect costs.
5. Repeat the step to add additional injuries to the list.

Injury Type

Select an Injury Type

or

OR

Workers' Compensation Costs (annual sum of costs)

Enter Profit Margin (%) (leave blank to use default of 3%)

Enter Number of Injuries (leave blank to use default of one)

Add/Calculate

Clear

Estimated Total Cost

The extent to which the employer pays the direct costs depends on the nature of the employer's workers' compensation insurance policy. The employer always pays the indirect costs.

Injury Type	Instances	Direct Cost	Indirect Cost	Total Cost	Additional Sale (Indirect)	Additional Sale (Total)	
Strain	1	\$ 33,528	\$ 36,880	\$ 70,408	\$ 1,229,360	\$ 2,346,933	<input type="button" value="Remove"/>

Totals

Estimated Direct Costs:	<input type="text" value="\$ 33,528"/>
Estimated Indirect Costs:	<input type="text" value="\$ 36,880"/>
Combined Total (Direct and Indirect Costs):	<input type="text" value="\$ 70,408"/>
Sales To Cover Indirect Costs:	<input type="text" value="\$ 1,229,360"/>
Sales To Cover Total Costs:	<input type="text" value="\$ 2,346,933"/>

Estimated Total Cost

The extent to which the employer pays the direct costs depends on the nature of the employer's workers' compensation insurance policy. The employer always pays the indirect costs.

Injury Type	Instances	Direct Cost	Indirect Cost	Total Cost	Additional Sale (Indirect)	Additional Sale (Total)	
Contagious Disease	1	\$ 10,469	\$ 11,515	\$ 21,984	\$ 383,863	\$ 732,800	Remove
Laceration	1	\$ 19,059	\$ 20,964	\$ 40,023	\$ 698,830	\$ 1,334,100	Remove
Infection	1	\$ 22,915	\$ 25,206	\$ 48,121	\$ 840,216	\$ 1,604,033	Remove
Respiratory Disorders (gases, fumes, chemicals, etc.)	1	\$ 27,684	\$ 30,452	\$ 58,136	\$ 1,015,080	\$ 1,937,866	Remove

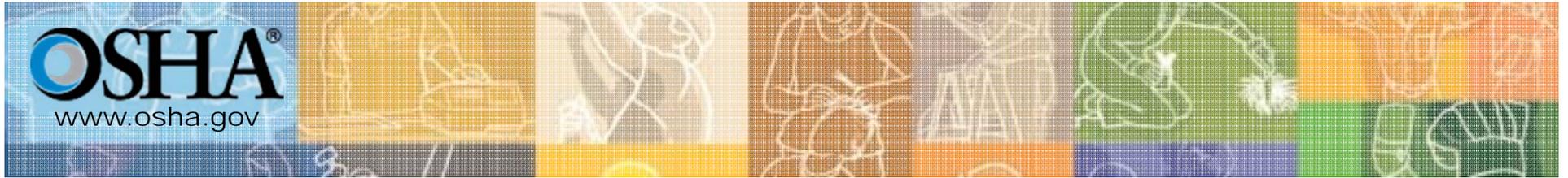
Totals

Estimated Direct Costs:	\$ 80,127
Estimated Indirect Costs:	\$ 88,137
Combined Total (Direct and Indirect Costs):	\$ 168,264
Sales To Cover Indirect Costs:	\$ 2,937,989
Sales To Cover Total Costs:	\$ 5,608,799



Questions?





**Occupational Safety
and Health Administration**

**OSHA will email resource sheet directly
to registrants (with email address)**

**1-800-321 (OSHA) 6742
www.osha.gov**

The background is a grid of 20 panels, each containing a white line-art illustration of a worker in a different occupational setting. The panels are color-coded in a grid: the top row has five panels in shades of yellow and orange; the middle row has five panels in shades of blue and green; the bottom row has five panels in shades of green and blue. The OSHA logo is centered over the middle row. The logo consists of a stylized 'O' with a blue and grey circular design inside, followed by the letters 'SHA' in a bold, black, serif font. A registered trademark symbol (®) is located to the upper right of the 'A'.

OSHA[®]

We Can Help

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800-321-OSHA (6742)