

OSHA & Workplace Safety



Learning Objective

- Review 11 areas of Occupational Safety and Health Administration that pertain to senior care

11 Areas

- Blood borne pathogens
- Ergonomics
- Dietary
- Laundry
- Maintenance
- Nurses station
- Pharmacy
- Tuberculosis
- Housekeeping
- Whirlpool & Shower
- Workplace Violence

Introduction

- Congress enacted the Occupational Safety and Health Act of 1970 which created the Occupational Safety and Health Administration (OSHA)
- It's mission is to help employers and employees reduce workplace injuries, illnesses and deaths

Statistics

- There are 2.8 million employees in 21,000 senior care facilities
- Workplace injuries and illnesses cost \$170 billion per year

➤ The health care industry is one of the most dangerous industries and ranks with construction, trucking and meatpacking in nonfatal injury rates

➤ According to the Bureau of Labor Statistics, the rate of injuries in senior care is second among all industries

- Nursing homes are among the top 10 industries for musculoskeletal problems
- Around 60% of STNAs report an injury annually

1. Blood Borne Pathogens

- Hazards are related to ineffective exposure control
- Solution: develop an Exposure Control Plan to eliminate or minimize exposure

Post-Exposure Follow-Up

- Hazard: no post-exposure follow-up is available after a needlestick or sharps injury
- Solution: develop a Post-Exposure Evaluation & Follow-Up

- Provide confidential medical evaluations
- Document the route(s) of exposure and circumstances under which the incident occurred

- Administer post-exposure prophylaxis
- Maintain a log of injuries from contaminated sharps

Record Keeping for BBP

- Hazard: lack of information to effectively implement a BBP program
- Solution: establish & maintain medical and training records

Needlestick Injuries

- Hazards: exposure to blood and potentially infectious materials
- Solutions: use safer needle devices and needleless devices
- Proper handling and disposal techniques

Universal Precautions

- Hazard: exposure to BBP due to a lack of universal precautions
- Solutions: implement UP
- Treat all blood and other potentially infectious materials with appropriate precautions

Personal Protective Equipment

➤ Gloves

➤ Masks

➤ Gowns

➤ What about latex allergy?

Hepatitis B

- More transmissible than HIV
- Risk of infection from a single needlestick is 6% to 30%
- 50% of people with HBV don't know they have it

HIV

- There is a risk of occupational HIV transmission to healthcare employees
- Risk of infection after a needlestick is 1 in 3,000 or 0.3%

Hepatitis C

- Risk of infection after a needlestick is 1.8%
- Exposure to HCV is a major cause of chronic liver disease
- The most common blood borne infection in the U.S.

Labeling and Signs

- Implement labeling and signs such as biohazardous waste containers for regulated waste (i.e. needles)

2. Ergonomics

- The science of fitting the job to the employee
- Risks of musculoskeletal injuries can be reduced with properly trained and practiced ergonomics

Ergonomic Essentials

- Management & Leadership
- Employee participation
- Workplace analysis
- Accident & record analysis
- Hazard prevention & control

- Medical management
- Training
- Lifting guidelines

Patient Handling Risks

- Repetitive
- Awkward postures
- Using a great deal of force
- Lifting heavy objects
- Combination of these factors

Other Risks

- Overexertion
- Multiple lifts per shift
- Lifting alone
- Lifting uncooperative or confused residents

- Lifting residents who cannot support their own weight
- Bariatric residents
- Expecting employees to perform beyond their physical capabilities

- Distance
- Ineffective training of employees in body mechanics and proper lifting techniques

Implement Use of Devices

- Shower chairs
- Toilet seat risers
- Mechanical lift equipment
- Overhead track mounted patient lifters

- Lateral transfer devices
- Sliding boards
- Slip sheets
- Repositioning devices
- Height adjustable electric beds

- Trapeze lifts
- Walking belts or gait belts
- Wheelchairs with removable arms
- Roll on weight scale
- Back belts

Other Ergonomic Hazards

- Slips, trips and falls
- Awkward postures
- Inappropriate use of transferring equipment
- Reaching deep into sinks, trash

3. Dietary

- Ergonomic hazards: lifting, reaching, repetitive tasks
- Kitchen equipment hazards: hot surfaces, cuts and lacerations
- Fire hazards: burners, ovens and grills

- Chemical Hazards: pesticides & disinfectants
- Machine hazards: mixers and other equipment

- Foodborne disease hazards:
intoxications, infections,
contamination
- Slips, trips and falls
- Electrical safety

- Infectious materials in isolation rooms
- Exposure to respiratory hazards, blood or other infectious materials

4. Laundry

- Contaminated laundry
- Personal protective equipment
- Sharps handling
- Hazardous chemicals
- Latex allergy

- Noise exposure
- Heat exposure
- Lifting and pushing hazards
- Fire hazards
- Slips, trips and falls

5. Maintenance

- Legionnaire's disease
- Hazardous chemicals
- Fire safety
- Machine hazards
- Lockout/Tagout

- Asbestos exposure
- Electric shock
- Mercury spills
- Welding fumes

6. Nurses Station

- Potential Hazards: unsafe workplaces due to an ineffective safety and health program
- Solutions: management and leadership participation

- Workplace analysis
- Accident & record analysis
- Hazard prevention and control
- Safety and health training
- Routine program evaluation

- Egress and fire safety
- General recordkeeping
- Recordkeeping for bloodborne pathogens
- Contaminated work surfaces

7. Pharmacy

- Hazard communication standard
- Hazardous drugs during preparation
- Personal protective equipment
- Handling practices

- Hazardous drugs during administration
- Hazardous drugs during care giving
- Disposal of hazardous drugs

- Hazardous drugs during storage
- Latex allergy
- Ergonomics
- Workplace violence

8. Tuberculosis

- Hazard: Exposure to Mycobacterium tuberculosis and Multidrug-resistant (MDR) TB
- Solution: Implement an effective control program that reduces exposure to TB

- Screening
- Medical surveillance
- Case management
- Training and education
- Isolation

- Isolation rooms
- Warning signs and tags
- Respiratory protection
- Housekeeping and cleaning
- Recordkeeping

9. Housekeeping

- Contaminated work environment
- Appropriate disinfectants
- Contaminated equipment
- Contaminated laundry
- Sharps and containers

- Hazardous chemicals
- Latex allergy
- Slips, trips and falls

10. Whirlpool & Shower

- Ergonomics
- Slips and falls
- Bloodborne pathogens
- Legionnaires' disease

11. Workplace Violence

- Violence prevention plan
- Management and employee commitment
- Worksite analysis, hazard prevention and control

- Safety and health training
- Post-incident response
- Evaluation and recordkeeping



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