

BLOODBORNE PATHOGEN POST-EXPOSURE EVALUATION AND FOLLOW-UP



EMPLOYER (Program Planning)

- IDENTIFIES *QUALIFIED LOCAL HEALTHCARE PROVIDER(S) & ENSURES POST-EXPOSURE CARE IS AVAILABLE FOR ALL SHIFTS
- INFORMS QUALIFIED LOCAL HEALTHCARE PROVIDER REGARDING TYPES OF EXPOSURES & LEVELS OF RISKS TO EMPLOYEES
- MAKES PRIOR ARRANGEMENTS WITH LOCAL HEALTH CARE PROVIDER FOR BILLING AND PAYMENT OF MEDICAL/TREATMENT COSTS INCURRED

ALL EXPENSES ASSOCIATED WITH THE EXPOSURE INCIDENT ARE THE RESPONSIBILITY OF THE EMPLOYER

EMPLOYEE

- EMPLOYEE THOROUGHLY CLEANSES THE AFFECTED AREA
- REPORTS EXPOSURE INCIDENT TO EMPLOYER AND COMPLETES AGENCY REQUIRED PAPERWORK



EMPLOYER

- DIRECTS EMPLOYEE TO QUALIFIED LOCAL HEALTHCARE PROVIDER (HCP)
- ATTEMPTS TO OBTAIN SOURCE INDIVIDUAL'S HBV/HCV/HIV CONSENT FOR TESTING AND PROVIDES SOURCE INFO (*if known*)
- NOTIFIES EMPLOYEE AND HCP OF SOURCE INDIVIDUAL TEST RESULTS (IF ALREADY KNOWN)

-AND-

- ENSURES EMPLOYEE TAKES TO HCP
- COPY OF THE EXPOSURE INCIDENT REPORT (route, circumstances, job duties, etc.)
 - EMPLOYEE'S HEPATITIS B VACCINE STATUS AND OTHER RELEVANT MEDICAL INFORMATION
 - SOURCE INDIVIDUALS TEST RESULTS (IF ALREADY KNOWN)



HEALTH CARE PROFESSIONAL (HCP)

- EVALUATES EXPOSURE INCIDENT
- PROVIDES COUNSELING
- ARRANGES FOR TESTING OF EMPLOYEE
- NOTIFIES EMPLOYEE OF RESULTS OF ALL TESTING
- DETERMINES NEED FOR POST-EXPOSURE PROPHYLAXIS
- EVALUATES REPORTED ILLNESSES



C O N F I D E N T I A L

CONFIDENTIALITY LAWS REGARDING THE SOURCE INDIVIDUAL'S TESTING RESULTS MUST BE FOLLOWED

- RECEIVES COPY OF HCP'S WRITTEN OPINION
- SEEKS ADDITIONAL COUNSELING IF NECESSARY.
- NOTIFIES EMPLOYER REGARDING (DATES/TIMES) OF FUTURE MEDICAL APPOINTMENTS
- RESPONSIBLE FOR ATTENDING FUTURE MEDICAL APPOINTMENTS



- RECEIVES HCP'S WRITTEN OPINION
- MAINTAINS CONFIDENTIAL MEDICAL RECORDS
- SUBMITS FIRST REPORT OF INJURY IF NECESSARY
- DOCUMENTS EVENTS ON OSHA 300 AND 301 (*if applicable*)
- PROVIDES COPY OF HCP'S WRITTEN OPINION TO EMPLOYEE (*within 15 days of completed evaluation*)
- VERIFIES EMPLOYEE RECEIVED COUNSELING, IF NECESSARY, SUGGEST OTHER COUNSELING RESOURCES (e.g. Employee Assistance Program).



- SENDS (ONLY) THE HCP WRITTEN OPINION TO EMPLOYER:
 - DOCUMENTATION THAT EMPLOYEE WAS INFORMED OF EVALUATION RESULTS AND ANY MEDICAL CONDITIONS RESULTING FROM EXPOSURE TO BLOOD OR OTHER POTENTIALLY INFECTIOUS MATERIALS WHICH REQUIRE FURTHER EVALUATION OR TREATMENT;
 - AND
 - WHETHER HEPATITIS B VACCINE IS INDICATED AND IF VACCINE WAS RECEIVED.

* Qualified HCP: 1. Knowledgeable of the OSHA Standard & possesses a copy of the regulation; 2. Knowledgeable of the latest U.S. Public Service Guidelines Re: Management of Occupational Exposures to Bloodborne Pathogens & Recommendations for Post-Exposure; 3. Has timely access to appropriate post-exposure prophylaxis.

Workers' Compensation Coverage & Bloodborne Pathogens

The State's Workers' Compensation Program will pay for preventative health care services associated with prophylaxes for exposures to bloodborne pathogens (MN Statute 176.135 subdivision 5) when:

- There is a physical trauma injury (e.g. Bite, laceration, needlestick, etc.) that creates a potential route of infection; or,
- The facts of a specific case indicate that an employee is receiving health care services to cure or relieve the effects of a legitimate bloodborne pathogen illness that is work-related; or,
- The employee becomes injured or ill as a direct result of receiving the preventative treatment that OSHA requires an employer to provide and, the exposure that prompted the need for the treatment arose out of an in the course and scope of employment.

In the third scenario identified above, employees' claims are limited to the illnesses associated with the reactions to the medication.

This policy for when workers' compensation applies is limited to state job classifications where this type of exposure is an obvious special risk of employment.

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