LAPEER COUNTY COMMUNITY MENTAL HEALTH **Date Issued** 12/14/1993
Date Revised 03/19/12; 12/10/13, 05/08/18

CHAPTER Human Resources	**CHAPTER** 05	**SECTION** 003	**SUBJECT** 10
SECTION Health and Safety	**DESCRIPTION** Hepatitis B Vaccine		
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APPLICATION:

☒CMH Staff	☐Board Members	☐Provider Network	☐Employment Services Providers
☐Independent Contractors	☒Students	☒Interns	☒Volunteers

POLICY:

It shall be the policy of LCCMH to provide Hepatitis B Virus (HBV) vaccine to workers who may be exposed to blood or body fluids while on the job.

STANDARD:

Effective March 6, 1992, the Federal Occupational Safety and Health Administration (OSHA) standards require that health care employers provide HBV vaccine free of charge to workers who are exposed to blood or body fluids while on the job. The guidelines state that employees who are at risk or can be exposed to Hepatitis carriers require HBV vaccine. The vaccine will be offered within 10 days of hire. Scope and application 29 CFR 1910.1030(a) defines the range of employees covered by the standard:

> Since there is no population that is risk free for HIV or HBV infectivity, any employee who has occupational exposure to blood or other potentially infectious material will be included within the scope of this standard.

The Health and Safety Committee is committed to protecting, educating and advocating for LCCMH employees therefore providing in-service training, support and expertise. OSHA Standards require that all employees attend a total of one hour of in-service per year on the subject of blood borne pathogens in addition to the initial training upon hire.

PROCEDURES:

The Health and Safety Committee will provide an initial in-service training to all new employees, and then annually on the topic of blood borne pathogens, which includes HBV. The training will include:

1. Universal Precautions
2. Identification and use of devices to isolate or remove blood borne pathogens hazard from the workplace (i.e., sharps disposal containers, self-sheathing needles).
3. Use of Personal Protective Equipment (PPE)
4. Identification of ways to reduce the possibility of exposure.
5. An explanation of HPB
6. Availability of HBV vaccine to all employees who are exposed to blood or body fluids
7. What to do if an exposure incident occurs
8. Labels and Signs that communicate hazards

LCCMH Employees will initial the attendance sheet to show proof of attendance. Proof of attendance will be kept in the training folder in the Human Resources Office. On-line trainings through My Learning Pointe on Blood Borne Pathogens will also be assigned to each employee annually.

The Human Resources Administrative Assistant will offer each LCCMH Employee the HBV vaccine upon hire and employees will complete and sign LCCMH Form #208 indicating their decision to receive or refuse the vaccine. Vaccines will be given at the Lapeer County Health Department. Additionally, all students, interns, and volunteers of LCCMH will be offered the same training and the choice of receiving the Hepatitis B vaccine free of charge. If a student/intern's school requires the HBV vaccine, it will not be provided free of charge by LCCMH. Students, interns, and volunteers will be required to complete LCCMH Form #208 indicating their decision to receive or refuse the vaccine.

The cost of the HBV vaccine will be paid by LCCMH directly to the Lapeer County Health Department (LCHD). Prior to going to LCHD, the employee, student, intern or volunteer must obtain a payment authorization from the Human Resource representative.

The HBV vaccine is a three-vaccine series. Should the employee terminate their position or the student, intern or volunteer complete their service prior to completing the

series, the cost for the remainder of the series will be the responsibility of the individual involved.

Questions or concerns about this policy may be directed to the Health and Safety Committee, the Chief Executive Officer or any member of the management team.

LE:mgr

This policy supersedes
#12/93058 dated 12/14/1993.