



Commonwealth of Massachusetts Executive Office of Labor and Workforce Development

Bloodborne Pathogens Training Guide for Workers Assigned to Pick-Up Discarded Syringes

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Charles D. Baker, Governor
Karyn Polito, Lieutenant Governor

Ronald L. Walker II, Secretary

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Department of Labor Standards

Discarded Needles are a Problem

- ▶ Many cities and state agencies need a way to safely clean up and dispose used syringes in litter.
- ▶ This training is designed to train workers assigned to conduct that cleanup.
- ▶ Each employer can decide who will be assigned to this task.



Things to Learn from this Training

1. How to clean up improperly discarded syringes
2. Learn about HIV and Hepatitis that can be in a contaminated syringe.
3. Learn What to Do if you get a Needlestick.



OSHA Standards

- ▶ Do I have to follow OSHA standards?
- ▶ ***YES!***
- ▶ In Massachusetts, municipal, county and state employees are covered by MGL c149 s.6 and 6-1/2 which require employers to prevent work-related injury.

The OSHA Bloodborne Pathogen standard, 29 CFR 1910.1030 outlines requirements for protecting employees from blood exposure.



Section 1

How to Clean Up Syringes Safely



Cleaning up Litter with Syringes

Your Workplace Needs:

- ▶ Written Program
- ▶ Tools
- ▶ Sharps Disposal Container
- ▶ Gloves
- ▶ Vaccine
- ▶ Training

**BLOODBORNE PATHOGEN
EXPOSURE CONTROL PLAN FOR SYRINGE PICK-UP**

Municipality/State Agency: _____
Department Name: _____

1 **Purpose**
This Exposure Control Plan is developed to provide minimum procedures for protecting employees from contracting illness when handling used syringes. It can be modified for your particular department by filling in the spaces and adding to it.

This sample plan is specifically designed for public works, parks, library, state/town agencies, transportation and water department employees whose job descriptions do not include providing healthcare, dental services.

2 **What to Do when a Used Syringe is Observed:**

There are designated staff who will be delegated responsibility for cleaning up used syringes that have been left behind by the public. These staff will be provided with gloves, tools and a puncture-proof sharps container, and will be offered the Hepatitis-B vaccine.

All discarded syringes should be assumed to be contaminated with blood that could contain Hepatitis, HIV or other bloodborne disease. This is called "Universal Precautions" when all blood-contaminated items are considered infectious.

When a Used Syringe is Observed, Call: _____
(name)

A sample Program is available at www.mass.gov/dols/wshp and 508-616-0461 x9488

Cleaning Up Discarded Syringes

Who can be assigned:

The worker must be:

- Provided with tools to avoid hand contact.
- Provided with sharps disposal container.
- Provided with gloves.
- Has been offered the Hepatitis-B vaccine.
- Trained in bloodborne pathogens.



Step 1 –Universal Precautions

- ▶ Assume that all used syringes are contaminated with HIV, Hepatitis B and Hepatitis C.



Step 2 – Wear Puncture-Resistant Gloves



NO – Do not use traditional healthcare gloves. A needle can puncture these gloves.



Yes – Puncture-resistant gloves. These will resist a needle that touches perpendicular to the hand. You can usually reuse these gloves. Discard the gloves if they get wet with blood or sewage. *Selection discussed on next pages.*

PPE Selection based on task

- ▶ Syringe on Bathroom floor.
- ▶ Syringe tip is clearly visible.
- ▶ Leather Gloves with Pliers



PPE selection based on task

- ▶ Syringes hidden in debris.
- ▶ Puncture –resistant gloves
- ▶ Plier or Picker Tool



Photos of gloves are provided as examples. There are different manufacturers and vendors available.



PPE selection based on task

- ▶ Syringes hidden in debris.
- ▶ Use a glove with an ANSI puncture rating.
- ▶ Overboots



Photos of gloves are provided as examples. There are different manufacturers and vendors available.

Glove Ratings

- ▶ Cut Resistant

- ▶ Tested for sideways motion



- ▶ Puncture Resistant

- ▶ Tested for nail puncture.



How to Buy Gloves

- ▶ Puncture Resistant plus Cut Resistant
- ▶ ANSI Puncture Level 4 or 5



Tag says
ANSI Puncture 4 and
ANSI Cut 3



The orange coating is NOT the
puncture layer. This glove has a pad
on the palm for puncture protection.

Step 3 – Prep Sharps Container

- ▶ Place Sharps Disposal Container on ground near the discarded syringe.
- ▶ Open the lid before you pick up the syringe.
- ▶ DO NOT hold the sharps container in your other hand when you are discarding a syringe.



Step 4– Pick Up Syringe

Use a tool to handle the syringe:

- ▶ Pliers
- ▶ Picker tool
- ▶ Dustpan and broom



Using the Container

2. Put sharps container on ground when you are picking up the syringe.

3. Keep container on ground when putting syringe into the container.

1. Carry sharps container with you to the location of the syringe.



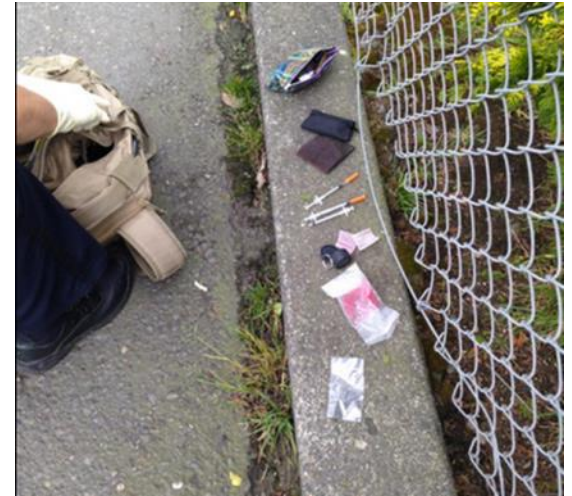
Avoid Hand Contact

- ▶ Pick up syringe using a tool.
- ▶ Put syringe immediately into the sharps container the same way you found it.
 - Do not put a cap on the needle.
 - Do not remove a cap.
 - Do not remove the needle from the barrel.
 - Never put syringe in your pocket.
 - Never hand syringe to another person.



Common Question

- ▶ Can I put other items in the Sharps Container, such as drug “works” – tin foil, bottle caps and tourniquet?



YES, it is not against the law to put other things into a Sharps Disposal Container. If the syringe has tin foil or other things wrapped around it, put it all as-is into the Sharps Container.

BUT – putting other items is discouraged because it takes up space and makes it harder to put more syringes into the container. Best to put tin foil and bottle caps into regular trash.

Step 5:

- ▶ Return equipment back to “kit.”
- ▶ Pliers
- ▶ Gloves
- ▶ Sharps container
- ▶ Hand sanitizer



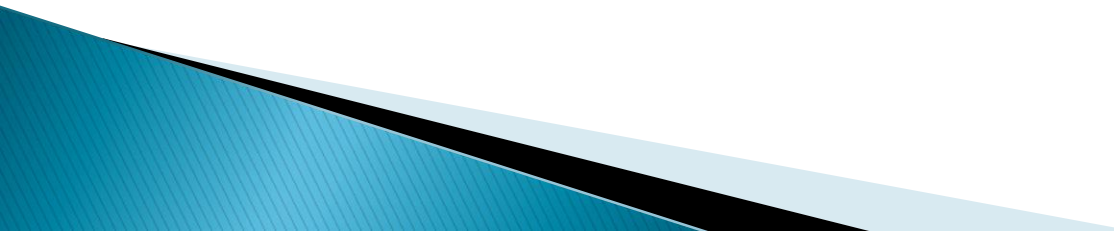
Step 6: Wash Hands

- ▶ Wash hands after removing gloves.
- ▶ Hand sanitizer can be used when a sink is not available.



Quiz 1:

Workers who clean up discarded syringes should do which of the following?

- ▶ A. Assume all syringes are contaminated.
 - ▶ B. Avoid hand contact with the syringe.
 - ▶ C. Dispose immediately into a Sharps Disposal Container.
 - ▶ D. All of the above.
- 

Quiz 1: Answer

Workers who clean up discarded syringes should do which of the following?

- ▶ A. Assume all syringes are contaminated
 - ▶ B. Avoid hand contact with the syringe
 - ▶ C. Dispose immediately into a Sharps Disposal Container
 - ▶ *D. All of the above.*
- ▶ *The correct answer is “D: All of the above.”*

Types of Sharps Containers

All of these containers are acceptable:

- ▶ Puncture-proof
- ▶ Leak-proof
- ▶ Lid
- ▶ Closed in transit
- ▶ Label



Household Medical Sharps

- ▶ **State law prohibits household syringes from going into regular trash. (*DPH- 2008*)**
 - Residents must put syringes into a puncture-proof, labeled container.
 - Old laundry and drink containers are permitted.
 - Cannot go into the regular sanitary waste stream. The containers break in the garbage truck!
 - Resident must bring to a collection location.
- ▶ *The State Vendor List FAC82 has vendors for who service kiosks.*
<http://www.mass.gov/anf/docs/osd/uguide/fac82.pdf>



Medical Waste Manifest

- 



<http://www.mass.gov/anf/docs/osd/uguide/fac82.pdf>

[illegible]

Scenario 1: Patron reports needle in the bathroom

Per your agency program, contact one of the designated persons.

Designated person will:

- ▶ Put on gloves
- ▶ Pick up syringe with pliers
- ▶ Put directly into sharps container.
- ▶ Bring sharps container back to storage area.
- ▶ Wash hands.



Scenario 2: Patron brings needle to reception desk

Option 1:

- ▶ Keep a sharps container at the desk. Ask patron to place needle directly into the container. Suggest that they wash their hands.

Option 2:

- ▶ Ask patron to put syringe onto the top of desk.
- ▶ Contact designated person to bring sharps container.
- ▶ Do not take hand-to-hand.
- ▶ Put on leather gloves.
- ▶ Pick up syringe with pliers.
- ▶ Put into sharps container.
- ▶ Wash hands.



Scenario 3: Resident reports a syringe at park/ bus station

Per your agency program, contact one of the designated persons.

Designated person will:

- ▶ Put on gloves
- ▶ Pick up syringe with pliers
- ▶ Put directly into sharps container.
- ▶ Bring sharps container back to storage area.
- ▶ Wash hands.



Section 2 –

- » Learn about HIV and Hepatitis that can contaminate a used syringe

Source of Bloodborne Pathogens for Custodians, Facility Workers, and Parks/Rec Workers

YES –

- ▶ Wet blood
- ▶ Dried blood
- ▶ Used syringes
- ▶ Used lancets
- ▶ Used razors

No

These items are not infectious for HIV or Hepatitis, unless you can see blood:

- ▶ Urine
- ▶ Vomit
- ▶ Spit
- ▶ Sweat
- ▶ Sewage water

Hepatitis Symptoms after incubation period



“Flu-like” symptoms :

- Dark urine
- Clay colored feces
- Nausea, vomiting
- Fatigue
- Lack of appetite
- Muscle and joint pain

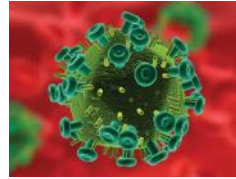
- ▶ Hep B: 5–10% become chronic
- ▶ Hep C: 55–85% become chronic
- ▶ If a chronic infection develops:
Liver illness may take 20–30 years to develop.

Hepatitis B and C



- ▶ Can cause inflammation, cirrhosis, and liver cancer.
- ▶ Hepatitis-B: Vaccine available!
- ▶ Hepatitis-C: No vaccine.
- ▶ *New in 2012!* New Medication is available to treat Hepatitis C.

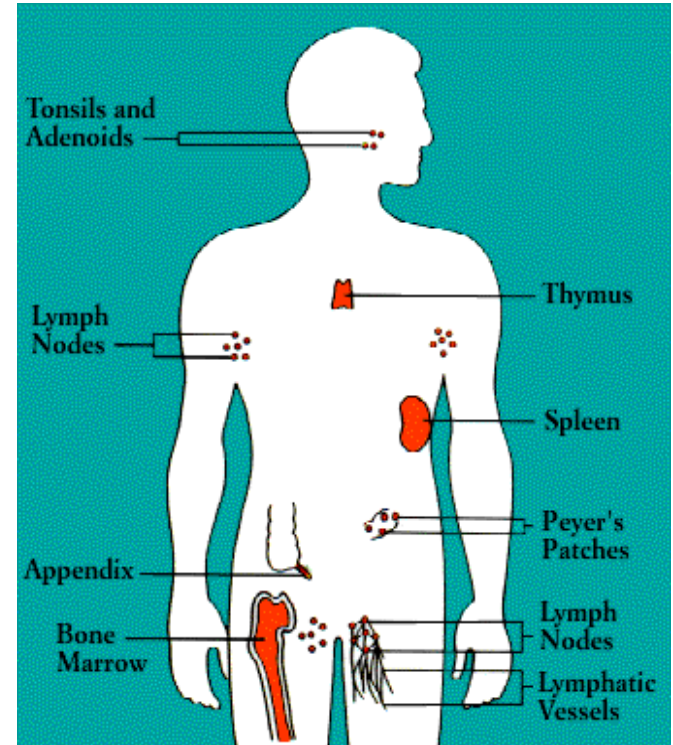
What Is HIV?



HIV is a virus that attacks the immune system.

HIV attacks white blood cells.

When white blood cells die, we cannot fight off common illnesses like colds and flu.



HIV Symptoms after incubation period

- ▶ “Flu-like” symptoms
 - Fever
 - Nausea
 - Fatigue
 - Rash
 - Enlarged lymph nodes
 - Sore throat
 - But NO runny nose
- ▶ After the initial bout of illness, many people have no symptoms, but they are still contagious. Without medicine, HIV infection can progress to AIDS illness within 10 years. With HIV medicine, persons with HIV infection can live 30+ years.



Quiz

Answer these questions, with True or False.

1 – Air kills HIV.

2 – HIV dies when it is outside the body.

Answers

Air kills HIV: *False!*

Air kills Hepatitis: *FALSE!*



HIV dies when it is outside the body: *False!*

Hepatitis-C dies outside the body: *FALSE!*

Hepatitis-B dies outside the body: *FALSE!*

Note: a disinfectant is required to kill HIV, Hep B and Hep C on surfaces. The label should say it was tested against HIV and Hepatitis B and C, and tuberculosis.

Section 3:

What to Do if You Get a Needlestick

Vaccine: Before the Needlestick

All employees who have occupational exposure to blood or body fluids must be offered the Hepatitis-B vaccine:

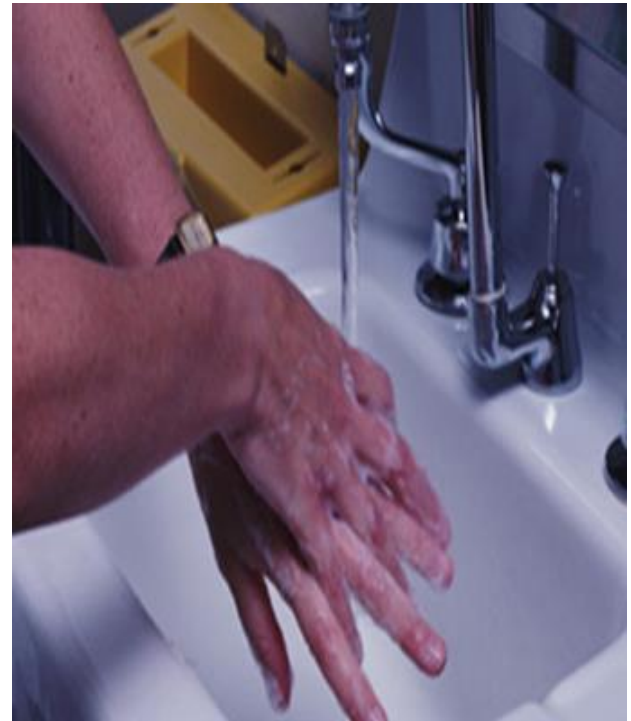
- ▶ No charge to employee.
- ▶ Employee may decline, but must sign OSHA Declination form.
- ▶ Employee can change mind.
- ▶ Employees assigned to pick up syringes should get the vaccine titer test after the vaccine.

Currently, a there is no vaccine for Hepatitis-C or HIV.



What Should I do if I Get a Needlestick?

- ▶ Wash the area with soap and water.
- ▶ DO NOT add disinfectant or bleach to your skin.
- ▶ *Why? Disinfectant and bleach can damage your skin. HIV and Hepatitis penetrate damaged skin easier.*



What Should I do if I Get a Needlestick?

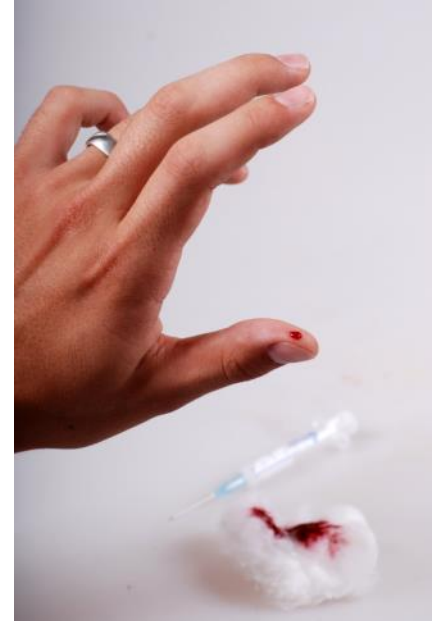
Get a medical exam within 24 hours.

- Notify your supervisor immediately. Do not wait for end of shift.
- Go to a Healthcare Provider before the end of the shift.
 - Your Human Resources department will have the names of Occupational Health Providers who are familiar with Needlesticks.
 - Weekend and 2nd shift – Go to an Emergency Room.

What Doctor Do I Go To?

Recommended:

- ▶ Occupational Health Provider
- ▶ Emergency Room
 - *Use a Healthcare Provider who treats needlesticks frequently.*
- ▶ The medical exam is Confidential – Your employer should not be told of your test results.



Common Question:

- ▶ Do I bring the syringe to the doctor?
- ▶ NO –
- ▶ The blood inside the syringe is not tested for HIV or Hepatitis. There is not enough blood for the test.



Will I Catch HIV or Hepatitis?

After a needlestick, many worker's first question, is "Will I Catch HIV or Hepatitis?"

- ▶ The answer depends on:
 - How much virus was in the blood;
 - Type of needle; and
 - Type of cut or puncture that happened.



What will Happen at the Healthcare Provider?

▶ The Healthcare Provider will make an assessment:

- Type of sharps device involved
- Type of puncture

ie. papercut scrape or deep muscle puncture



Recommendation

Based on the assessment,

- Physician may recommend medication, but not always.
- Physician may ask to take baseline blood tests.
- Physician may ask you to return in a few months.

After a Needlestick:

PEP – Post Exposure Prophylaxis

- ▶ Based on the type of sharps device and type of needlestick, your Healthcare Provider may recommend some medicine.
- ▶ The medicine regimen is called Post-Exposure Prophylaxis, or PEP.
- ▶ Since 2012, there are less pills and less side effects for the HIV medicine.
- ▶ Since 2013, there is new medicine available for Hepatitis C.



Common Question

Do I need to go to Doctor if I touched a syringe with my bare hands?

- ▶ **NO.**
- ▶ A medical evaluation is only required after an “exposure incident” which means
 - Needlestick
 - Splash to eyes, nose, mouth
 - Splash to non-intact skin

What you should do: Wash your hands



Quiz 2

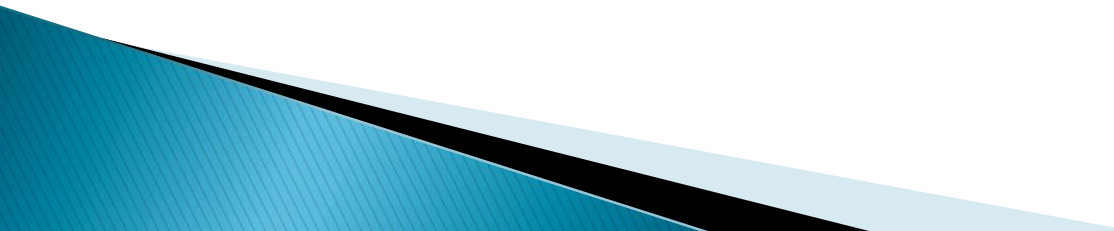
A worker who gets cut or stuck by a used syringe should do which of the following?

- ▶ A. Wash the area immediately with soap and water.
- ▶ B. Tell their supervisor immediately.
- ▶ C. Obtain medical exam before the end of the shift.
- ▶ D. Be able to describe the type of cut or needlestick that happened to the healthcare provider.
- ▶ E. All of the above



Quiz 2: Answer

A worker who gets cut or stuck by a used syringe should do which of the following?

- ▶ A. Wash the area immediately with soap and water.
 - ▶ B. Tell their supervisor immediately.
 - ▶ C. Obtain medical exam before the end of the shift.
 - ▶ D. Be able to describe the type of cut or needlestick that happened to the healthcare provider.
 - ▶ *E. All of the above.*
- ▶ *The correct answer is “E: All of the above.”*
- 

For Managers:

When employees are assigned to pick-up discarded syringes, the following is required:

- ▶ Written Program
- ▶ PPE – gloves
- ▶ Tools – pliers, pickers, sharps containers
- ▶ Medical
 - Hepatitis –B vaccine
 - Needlestick exam provider
- ▶ Training on Bloodborne Pathogens



Questions?

- ▶ Massachusetts Department of Labor Standards
- ▶ *Workplace Safety & Health Program for Public Employees*
- ▶ 508-616-0461
- ▶ safepublicworkplace@state.ma.us
- ▶ Sample program, and a copy of this training is available at www.mass.gov/dols/wshp