

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

<input checked="" type="checkbox"/> CMH Staff	<input type="checkbox"/> Board Members	<input type="checkbox"/> Provider Network	<input checked="" type="checkbox"/> Employment Services Providers
<input type="checkbox"/> Employment Services Provider Agencies	<input checked="" type="checkbox"/> Independent Contractors	<input checked="" type="checkbox"/> Students	<input checked="" type="checkbox"/> Interns
<input checked="" type="checkbox"/> Volunteers	<input type="checkbox"/> Persons Served		

POLICY:

Lapeer County Community Mental Health (LCCMH) provides vouchers for the Hepatitis B Virus (HBV) vaccine to workers who may be exposed to blood or body fluids while on the job.

STANDARDS:

- A. Effective March 6, 1992, the Federal Occupational Safety and Health Administration (OSHA) standards require healthcare employers to provide HBV vaccine free of charge to workers who are exposed to blood or body fluids while on the job.
 - 1. OSHA Standards require employers to offer the HBV vaccine within 10 days of hire to employees who are at risk or can be exposed to Hepatitis carriers.
 - 2. Scope and application 29 CFR 1910.1030(a) defines the range of employees covered by the standard:
 - a. Since no population is risk-free for human immunodeficiency virus (HIV) or HBV infectivity, any employee who has occupational exposure to blood

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or other potentially infectious material is included within the scope of this standard.

- B. OSHA Standards require all employees attend a total of one hour of training per year on the subject of bloodborne pathogens, in addition to the initial training upon hire.

PROCEDURES:

- A. LCCMH provides initial in-service training to all new employees, and then annually on the topic of bloodborne pathogens, which includes HBV. The training includes:
1. Universal Precautions
 2. Identification and use of devices to isolate or remove bloodborne 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 HBV
 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
- B. LCCMH employees initial the New Employee Orientation Checklist Form #293 to indicate completion of initial training.
- C. The Human Resources (HR) Department assigns bloodborne pathogens training through the online training system annually.
- D. The HR Department offers each LCCMH employee the HBV vaccine upon hire.
1. Employees complete and sign LCCMH Hepatitis B Vaccine Form #208 indicating their decision to receive or refuse the vaccine.

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2. Vaccines are given at the Lapeer County Health Department (LCHD).
3. All students, interns, and volunteers of LCCMH are offered the same training and the choice of receiving the HBV vaccine free of charge.
 - a. Students, interns, and volunteers are required to complete LCCMH Hepatitis B Vaccine Form #208 indicating their decision to receive or refuse the vaccine.
2. Prior to going to LCHD, the employee, student, intern, or volunteer must obtain payment authorization from the HR Department. The cost of the HBV vaccine is paid by LCCMH directly to the LCHD.
3. The HBV vaccine is a three-vaccine series. If the employee terminates their position or the student, intern, or volunteer completes their service before completing the series, the cost for the remainder of the series is the responsibility of the individual involved.
4. If the employee declines the HBV vaccine, they may choose to have the vaccine at a later date, at no cost to the employee.

DEFINITIONS:

OSHA: rules that require employers to protect their workers from health and safety hazards.

Hepatitis B Virus: causes inflammation of the liver.

Bloodborne Pathogens: infectious microorganisms in human blood that can cause disease in humans.

REFERENCES:

Scope and application 29 CFR 1910.1030(a)
LCCMH New Employee Orientation Checklist (Form #293)
LCCMH Hepatitis B Vaccine (Form #208)

JS:am

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