

INFECTIOUS DISEASES (COVID-19) AWARENESS TRAINING


The material was produced under grant number SH-36981-HA1 from the Occupational Safety and Health Administration, U.S. Department of Labor. It does not necessarily reflect the views or policies of the U.S. Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.

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Infectious Diseases (COVID-19) Awareness Training Outline For Healthcare



- Introduction to OSHA and your rights as an employee
- Infectious diseases and the current COVID-19 pandemic
- Infectious Disease Prevention Strategies
- The COVID-19 National Emphasis Program and Emergency Temporary Standard
- Managing Grief and Stress
- Where to Find Additional Resources



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INTRODUCTION TO OSHA AND YOUR RIGHTS AS AN EMPLOYEE


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Employer Rights and Responsibilities **Georgia Tech**

- Employers have the responsibility to, at a minimum, comply with the OSH Act
- Employers must perform their due diligence to find and correct safety and health hazards



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Worker Rights **Georgia Tech**

- Workplace free of recognized hazards
- Report safety and health concerns and/or injuries and illnesses without retaliation
 - File a discrimination complaint under Section 11 (c) of the OSH Act, which prohibits discharge or discrimination by “any person” against any employee for OSHA-related activity;
 - File a complaint if punished or discriminated against for acting as a “whistleblower” under the additional federal laws for which OSHA has jurisdiction.

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Worker Rights (Continued) **Georgia Tech**


- Receive appropriate training in a language and vocabulary that workers understand
- Request an OSHA inspection at your facility (confidential)
- Participate in an OSHA inspection
- Speak to OSHA inspector in private
- See OSHA citations
- Request medical records, tests that measure hazards and injury/illness log

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INFECTIOUS DISEASES AND THE CURRENT COVID-19 PANDEMIC



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What are infectious agents?

- Infectious agents are organisms that can produce infection or infectious disease.
 - Bloodborne Pathogens
 - Hepatitis B, HIV
 - Influenza (Flu)
 - Seasonal, pandemic, avian, swine
 - Ebola
 - Tuberculosis (TB)
 - Severe Acute Respiratory Syndrome (SARS)
 - Middle East Respiratory Syndrome
 - COVID-19
 - Caused by SARS-CoV-2 virus



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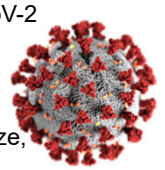
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SARS-CoV-2 Virus and COVID-19

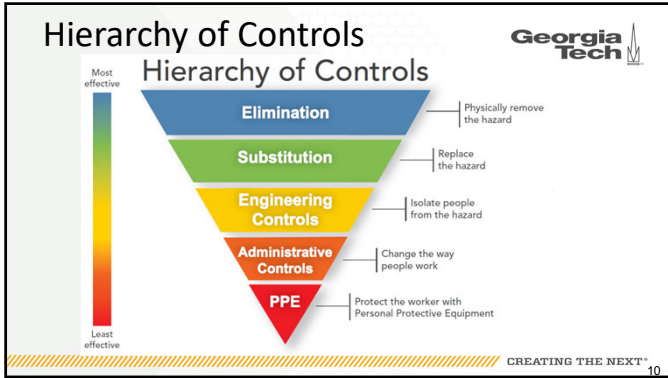
- Coronavirus disease 2019 (COVID-19) is an infectious disease caused by the SARS-CoV-2 virus.
- The virus can spread from an infected person's mouth or nose in small liquid particles (droplets) when they cough, sneeze, speak, sing or breathe.
- Variant of virus determines the degree to which the disease spreads and the severity of the disease.



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What OSHA Standards Apply to COVID-19?

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- Follow existing OSHA standards to help protect workers from exposure to SARS-CoV-2 and infection with COVID-19.
- Employers should also remember that OSHA can use the General Duty Clause, Section 5(a)(1), of the Occupational Safety and Health Act to ensure that workers are protected from recognized safety and health hazards that may cause serious harm.
 - www.osha.gov/coronavirus

Relevant OSHA requirements

- Personal Protective Equipment (29 CFR 1910 subpart I), including:
 - PPE General Requirements (1910.132)
 - Eye and Face Protection (1910.133)
 - Respiratory Protection (1910.134)
 - Hand Protection (29 CFR 1910.138)
- Bloodborne Pathogens (29 CFR 1910.1030)
- Hazard Communication (29 CFR 1910.1200)
- Recordkeeping (29 CFR part 1904)

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Frequently Cited Standards Related to COVID-19

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- Medical Evaluation PRIOR to fit-testing employee for respirator
- Fit-test respirators
- Perform Hazard assessment for PPE and respiratory protection
- Written Respiratory Protection Program
 - Template available at oshainfo.gatech.edu
- Supply appropriate PPE and respirators

Relevant OSHA requirements

- Personal Protective Equipment (29 CFR 1910 subpart I), including:
 - PPE General Requirements (1910.132)
 - Eye and Face Protection (1910.133)
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Frequently Cited Standards Related to COVID-19 Continued



- 6. Respiratory protection training and other PPE training, RETRAIN when conditions change
- 7. Proper storage of respirators and PPE
- 8. Report fatalities within 8-hours if they occur within 30 days of the work-related incident.
- 9. RECORDKEEPING

Relevant OSHA requirements

- Personal Protective Equipment (29 CFR 1910 subpart I), including:
 - PPE General Requirements (1910.132)
 - Eye and Face Protection (1910.133)
 - Respiratory Protection (1910.134)
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- Hazard Communication (29 CFR 1910.1200)
- Recordkeeping (29 CFR part 1904)

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Key OSHA Standard for Infectious Disease Prevention



- Hazard Communication—1910.1200
- Respiratory Protection—1910.134
- Personal Protective Equipment—1910.132
- Bloodborne Pathogens—1910.1030
- Recordkeeping—29 CFR 1904
- The new COVID-19 Emergency Temporary Standard for Healthcare—29 CFR 1910.502



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OSHA Recordkeeping Exposures to COVID-19

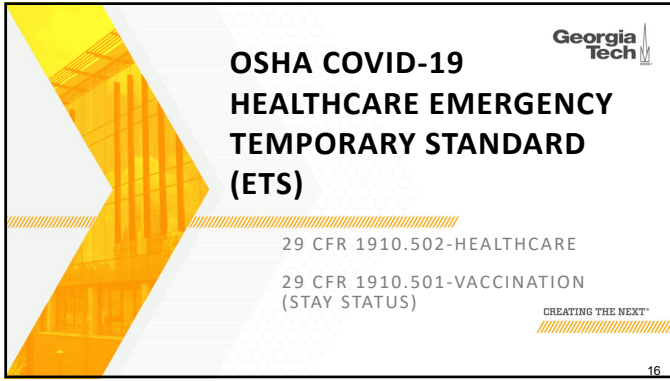


COVID-19 can be a recordable illness if a worker is infected as a result of performing their work-related duties. Employers are only responsible for recording cases of COVID-19 if the following are met:

COVID-19 can be a recordable illness if:

- The case is a confirmed case of COVID-19
- The case is work-related, as defined by 29 CFR 1904.5; and
- The case involves one or more of the general recording criteria set forth in 29 CFR 1904.7 (e.g., medical treatment beyond first-aid, days away from work).

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**OSHA COVID-19
HEALTHCARE EMERGENCY
TEMPORARY STANDARD
(ETS)**

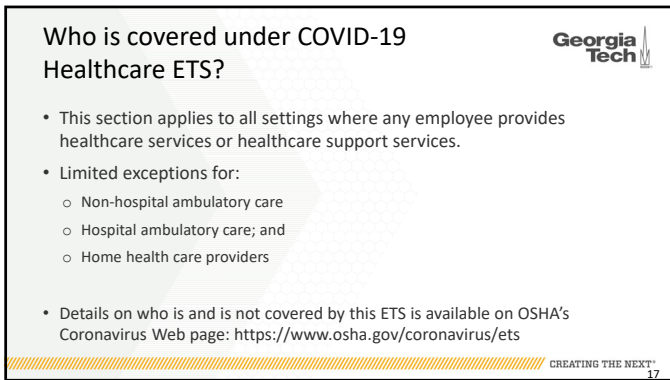
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29 CFR 1910.502-HEALTHCARE
29 CFR 1910.501-VACCINATION
(STAY STATUS)

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**Who is covered under COVID-19
Healthcare ETS?**

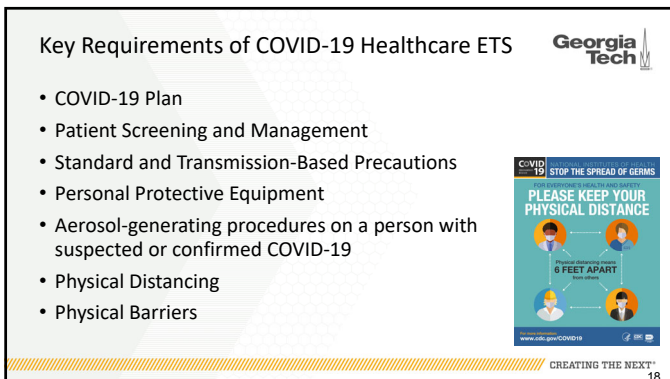
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- This section applies to all settings where any employee provides healthcare services or healthcare support services.
- Limited exceptions for:
 - Non-hospital ambulatory care
 - Hospital ambulatory care; and
 - Home health care providers
- Details on who is and is not covered by this ETS is available on OSHA's Coronavirus Web page: <https://www.osha.gov/coronavirus/ets>

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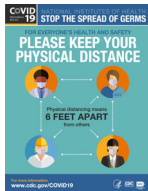
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Key Requirements of COVID-19 Healthcare ETS

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- COVID-19 Plan
- Patient Screening and Management
- Standard and Transmission-Based Precautions
- Personal Protective Equipment
- Aerosol-generating procedures on a person with suspected or confirmed COVID-19
- Physical Distancing
- Physical Barriers





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Key Requirements of COVID-19 Healthcare ETS (Continued) 

- Cleaning and disinfection
- Ventilation
- Health Screening and medical management
- Vaccination
- Training
- Requirements must be implemented at no cost to employee
- Recordkeeping
- Report work-related COVID-19 fatalities and in-patient hospitalizations to OSHA





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COVID-19 Written Plan 

- **Plan must be written if there are more than 10 employees.**
- Must designate one or more workplace safety coordinators to implement and monitor the plan
- Your employer must seek the input and involvement of non-managerial employees and their representatives, if any, in the hazard assessment and the development and implementation of the plan.
- Monitor each workplace and update plan(s) as needed.
- Templates provided by OSHA:
<https://www.osha.gov/coronavirus/ets>



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COVID-19 Written Plan 

- The COVID-19 plan must address the hazards identified by the hazard assessment and include policies and procedures to minimize the risk of transmission of COVID-19 for each employee.
- These policies and procedures include, but are not limited to:
 - Patient screening and management
 - Standard and Transmission-Based Precautions
 - Personal Protective Equipment (PPE)
 - *Additional protections* during aerosol-generating procedures on a person with suspected or confirmed COVID-19
 - Physical distancing
 - Physical barriers
 - Cleaning and disinfection
 - Ventilation
 - Health screening and medical management
 - Vaccination
 - Training

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BEST PRACTICES IN BEREAVEMENT CARE FOR YOU AND YOUR CO-WORKERS

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This material was developed with funding from the Georgia Department of Community Health, Civil Money Penalty Reinvestment Program, Grant Number 2019-04-GA-0325. University of Georgia, College of Public Health

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BEST PRACTICES IN BEREAVEMENT CARE: STAFF

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Grief changes you. Seeing the change helps you care for yourself and others. Click on the square above to hear advice from other workers.

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Caring for yourself?

Anger = grief, too.

- Look for resources to help
- When offered help, take it!
- Anything you grieve is real.
- Talking is not the only way.
- Be active.
- It takes time.
- Attend memorial services.

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Caring for Yourself

- Resources are available to you
 - Chaplains
 - Social workers
 - Local church groups
 - Private counseling services



Best Practice:
Be aware of these resources.
Keep looking until you find what works!


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Caring for Co-Workers

Look for signs of distress on your team.
Find specific ways to help by:

- Being a listening ear
- Offering to complete a task
- Exchanging responsibilities




Best Practice:
Be a good team member.



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Helping someone?

What to say or do?

I am thinking about you
May I bring you [something]?
Be a quiet presence
Take them for a walk

NOT say or do?

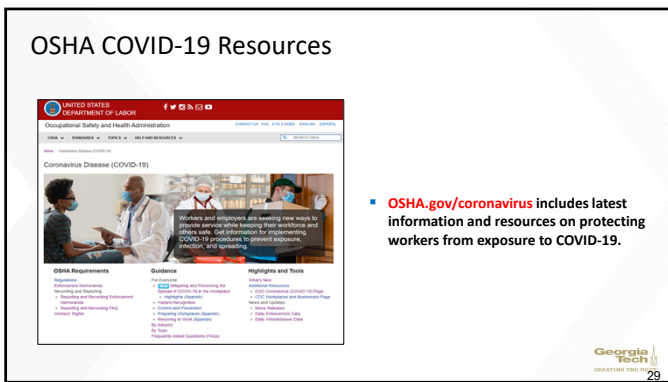
I know how you feel
They are in a better place
You need to move on

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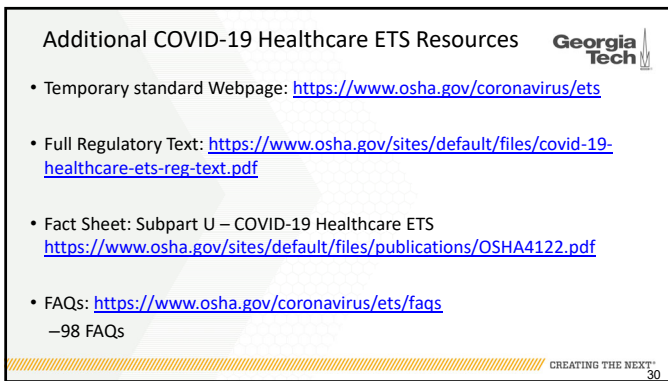
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ON-SITE SAFETY AND HEALTH CONSULTATION PROGRAM

- No cost, confidential
- On-site assistance in occupational safety and/or health
 - Virtual visits
 - On-site visits
- Confidential written report sent to company
- Serious hazards must be corrected
- oshainfo.gatech.edu
- Paul Schlumper, Manager
 - pschlumper@gatech.edu
 - 404-894-4148

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