Ministry of Labour
Occupational Health & Safety
and
Infection Prevention & Control

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Note:

• The material in this presentation is being provided as information only. Reference should always be made to the Occupational Health and Safety Act (OHSA) and the regulations to ascertain one's rights and duties under the law. A copy of the statutes may be accessed from: www.e-laws.gov.on.ca. It is the responsibility of all workplace parties to ensure compliance with the OHSA and the regulations and to seek independent legal advice where questions remain. The Ministry of Labour (MOL) cannot provide legal advice, interpret the law or conduct research. For such assistance, the MOL recommends contacting a lawyer.
Overview

Safe At Work Ontario

Key issues in the Health Care Sector

Expectations for workplace safety related to measures and controls to prevent transmission of infections
Safe At Work Ontario

Ministry of Labour’s strategy for enforcing the Occupational Health and Safety Act & its regulations

• to improve workplace health and safety practices and performance

• focuses on workplace sectors and sector-specific hazards
Safe At Work Ontario

Cornerstones of SAWO:

• Focused inspections
• Transparent enforcement
• Intervention and system partnership
• Sustained compliance through Internal Responsibility System (IRS)
• Continuous evaluation and improvement
Safe At Work Ontario

Engaging Workplaces - ensuring that a strong IRS is in place to support a health and safety culture

Competence
- knowledge and training
- systems for responding to events
- properly functioning Joint Health and Safety Committee

Commitment
- demonstration by the employer of leadership on safety
- policies and procedures to protect workers
- low tolerance for poor health and safety practices
- insistence on full compliance

Capacity
- adequate resources for preventing injuries
- good system for obtaining assistance from HSAs
Blitz (heightened enforcement focus)

- Each sector enforcement program conducts a series of heightened enforcement activities known as ‘blitzes’ throughout the year
- A blitz generally focuses on addressing particular hazards in specific workplaces
Sector Plans

- Annual sector plans focus on hazards specific to workplaces in different sectors of the economy, i.e. construction, healthcare, industrial, mining

- Specific selection criteria for planning inspections

- As a result of the selection criteria, the ministry will be visiting many workplaces that have not had an injury

- Sector plans can be downloaded from the MOL website

www.labour.gov.on.ca/english/hs/sawo/sectorplans/index.php
Health Care Sector Key Issues

• Workplace Safety Culture:
  Internal Responsibility System
  Joint Health and Safety Committee/Health and Safety Representative
  Supervisor Competency
• Infection Prevention and Control
  Prevent the transmission of organisms within the workplace that may cause illness or infection in health care workers
• Reporting of occupational illnesses
• Needle Safety (and Sharps Safety)
• MSD’s
• Workplace Violence
The Act and Regulations

- Occupational Health and Safety Act (OHSA)
- Health Care and Residential Facilities O.Reg 67/93
- Needle Safety O.Reg 474/07
- Control of Exposure to Biological or Chemical Agents O.Reg 833

Resource:
Infectious Diseases Health And Safety Hazards

Workers may develop disease through potential exposure to:
- infectious materials
- body substances
- contaminated supplies/equipment
- contaminated environments

Needles and other sharps are sources of injuries and potential exposure to infectious agents

Occupational infections in workers, acquired as a result of workplace exposures, meet the definition of occupational illnesses under the Occupational Health & Safety Act.
Infection Prevention and Control Inspection
Infection Prevention and Control Inspection

JHSCrepresentation
Policies & procedures
Training
PPE
Respirators
Sharps
Hygiene
Outbreak management

Incidents - Exposures, Needlesticks
Occupational illness/infections
Housekeeping
Material handling
Waste management
Communication infectious status
Cleaning products
Ventilation
Joint Health and Safety Committee

- Is Infection Control represented at JHSC meetings?

- Are IPC measures and procedures developed in consultation with JHSC?

- Are IPC issues/reports shared with the JHSC? i.e. outbreak management, occupational illness, body fluid exposures, sharps incidents
The measures and procedures that are developed and put into effect for the control of infections in workers should be based upon the following:

- Risk Assessment
- Risk Control Measures
- Education
- Evaluation
Risk Assessment

Evaluation of the workplace to identify hazards related to the different occupations and tasks performed.
IPC measures & procedures (cont...)

Risk Control Measures - Implemented measures that prevent and manage exposures and spread of infections in workers.

**Engineering Controls:**

*SEMDS, SENS, Ventilation, Physical Barriers*

**Administrative Controls:**

*P&P’s that support engineering controls, work practices, etc.*

**Work Practices:**

*Immunization, hand hygiene, guidelines for ill staff*

**PPE:**

*Gloves, gowns, respirator, facial protection*
IPC measures & procedures (cont...)

Education
Training and educational programs for workers with respect to the measures and procedures for the control of infections that are relevant to their work.

Evaluation
Review of the measures and procedures to verify effectiveness.
Improvement made where identified.
IPC measures & procedures (cont…)

- Are the measures and procedures for the control of infections
  - in writing?
  - developed/reviewed with reference to current best practices & guidelines?
  - available to workers?
  - reviewed annually?
  - prepared in consultation with the JHSC?
Training & Education

• All/any workers subject to biological agents and infectious disease transmission.

To include:
  – Clinical staff   - Laundry   - Housekeeping
  – Lab           - Dietary   - Maintenance

• Workers receive regular training and are knowledgeable of infection prevention and control measures and procedures

• Documentation of training and worker participation
Personal Protective Equipment (PPE)

- Are there written measures and procedures for the use, wearing and care of PPE and its limitations?

- Have workers who are required to wear PPE been instructed and trained in its use, care and limitations?

- Are PPE properly used, maintained, stored and fit to the worker?

- Accessible to workers?
Respiratory Protection Program

- Worker protection from airborne infection and aerosol generating procedures
- Risk assessment
- Fit test for N95 (or higher) respirators at least every 2 years
- NIOSH certified respirators
- Compliance
Sharps/Needles

- Needle Safety O.Reg 474/07
- Safety Engineered Needles (SENS)
- Safety Engineered Medical Devices (SEMDs)
- List of and reasoning for exceptions to SENS
- Regular review to replace nonSENS
- Safety device engaged
- Disposal
- Incidents
- PEP
Incident Reports

- Needlestick injuries
- Sharps injuries
- Blood & Body fluid exposures
- PEP
- Recognition, review and analysis of incidents with proactive follow up measures to prevent reoccurrence
Occupational Illness

- Trends in worker illness (in general and during outbreaks)

- Do workers know how to, who to and when to report illness?

- Written notices provided to MOL, JHSC (or HS rep) and trade union within 4 days of employer being advised of illness.
  - Written notice containing information and particulars of the occupational illness, i.e. preventative measures to prevent further spread of infection

- Needlesticks and body fluid exposures having medical follow up are also included in this reporting obligation
Communication of Infectious Status

• Measures are in place for the identification and notification of Additional Precautions of infectious clients who are admitted, relocated and transferred to internal departments/services or external facilities.

• May include: chart flagging, electronic coding, signage and methods of communication to all receiving departments/services/facilities.
Hygiene

- Hand hygiene - access, supplies, alcohol based sanitizers

- Are separate refrigerators with appropriate signage used for the storage of food and cultures, specimens or biological ampoules?

- Procedures for handling, cleaning and disposing of soiled linen, sharp objects and waste

- Consumption of food/drink near use, handling or storage of infectious material or potential sources for exposure
Ventilation

- Have the mechanical ventilation systems been inspected every 6 months to ensure they are in good condition?

- Has the written report regarding the mechanical ventilation inspection been filed with the employer and shared with the JHSC?

- For servicing and maintenance work:
  - as per the manufacturer’s recommendations, or
  - if the inspection report indicates that service and maintenance is necessary to ensure the system is maintained in good condition
Housekeeping and Waste

- Waste materials removed from work areas as often as necessary to protect the health and safety of workers
- Written measures, procedures, and practices in place for the collection, containment, identification, transportation, handling, storing and treatment of waste materials
- Training for workers who generate, collect, transport, handle or treat contaminated or potentially contaminated waste materials
Material Handling

- Management of hazardous or infectious materials, articles or things and controls for exposure to blood and body fluids:
  - Handling
  - Storage
  - Disposal
  - Transportation
  - Containers
  - Sharps disposal
  - Signage
  - Appropriate disinfectants and decontaminants
  - Lab surfaces made of smooth nonporous or impervious materials
MOL Infection Control Blitz

- November 1\textsuperscript{st} to 30\textsuperscript{th} 2011
- Healthcare focus
- Webinar October 25
  - 10-11 a.m. & 1-2 p.m.
  - with Public Services Health & Safety Association
Resources

Provincial Infectious Diseases Advisory Committee (PIDAC)
http://www.oahpp.ca/services/pidac/index.html

Routine Practices and Additional Precautions in All Health Care Settings, Provincial Infectious Diseases Advisory Committee (PIDAC) July 2011.

Best Practices for Infection Prevention and Control Programs in Ontario in All Health Care Settings, Provincial Infectious Diseases Advisory Committee (PIDAC) 2010.

Best Practices for Environmental Cleaning for Prevention and Control of Infections in All Health Care Settings, Provincial Infectious Diseases Advisory Committee (PIDAC) 2009.

Best Practices for Cleaning, Disinfection and Sterilization of Medical Equipment/Devices, Provincial Infectious Diseases Advisory Committee (PIDAC) 2010

Best Practices for Prevention of Transmission of Acute Respiratory Infection in All Health Care Settings, Provincial Infectious Diseases Advisory Committee (PIDAC) 2010.


Canadian Standards Association Selection, Use and Care of Respirators, CSA Z94.4-11.

CHICA: Community and Hospital Infection Control Association - Canada http://www.chica.org/index.php

Regional Infection Control Network (RICN) http://www.ricn.on.ca/homes1.php
Thank you!

Infection Prevention & Control is everybody’s business