

Blood Borne Pathogen Practice

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1.0 Purpose

The purpose of the Blood Borne Pathogen Practice is to provide the operational framework for identification, assessment, and control of blood borne hazards at Cenovus worksites. This practice in part responds to Cenovus Management System (COMS). The Alberta and Saskatchewan regulatory requirements are found in [Appendix A](#).

2.0 Scope/Application

This Blood Borne Pathogen Practice applies to all Cenovus worksites and encompasses contracted work activities. This will assure consistency and compliance with company, industry, and regulatory expectations relating to hazard and risk assessment, and providing effective control of known hazards in both routine and non-routine work situations.

3.0 Blood Borne Pathogens – Process

A variety of illnesses and diseases can be transmitted from one person to another by means of exposure to blood and other body fluids or items contaminated with these fluids. These illnesses and diseases include hepatitis B virus (HBV), hepatitis C virus (HCV), human immunodeficiency virus (HIV) and a variety of others.

3.1 Assessment

The potential for exposure to blood borne pathogens needs to be assessed and, where contact may reasonably be expected to occur, controls need to be implemented. Exposure to blood borne pathogens or biohazardous materials needs to be maintained as low as possible.

Work situations and jobs with increased risk potential include but are not limited to the following:

- a) Any staff member or service provider required to provide first aid
- b) Medics, nurses and doctors
- c) Cleanup activities following an injury where blood or body fluids have been spilled
- d) Contact with contaminated food, drugs, or water
- e) Camp personnel conducting room cleaning

Where it is reasonable to expect that staff could be exposed to blood or other potentially infectious material as part of their normal job duties, a comprehensive Exposure Control Plan (see [Section 3.3](#)) must be developed and implemented to eliminate or minimize the risks and hazards in the workplace.

3.2 Exposure Control Plan

Where exposure may reasonably be expected to occur, a written Exposure Control Plan shall be developed and implemented to eliminate and control the potential exposure.

An Exposure Control Plan must:

- a) Identify any worker(s) who may be exposed.
- b) Identify tasks or conditions that may put workers at risk of exposure.
- c) Describe the ways in which an infectious material or organism can enter a worker's body and the risks associated with that entry.
- d) Describe the signs and symptoms of any disease that may arise for a worker exposed at the place of employment.

- e) Describe infection control measures to be used, such as the following:
 - 1) Vaccination,
 - 2) Engineering controls,
 - 3) Personal protective equipment,
 - 4) Safe work practices and procedures, and
 - 5) Standard practices that incorporate universal precautions.

A worker's exposure must be controlled in accordance with the hierarchy of controls; **first elimination** of the hazard and if elimination is not possible, then controlled by implementing engineering controls, then followed by administrative controls, and lastly personal protective equipment or a combination of all three controls to protect the health of the worker(s).

- f) Identify the limitations of the infection control measures described in (e) above.
- g) Set out procedures to be followed in each of the following circumstances:
 - 1) If there has been a spill or leak of an infectious material or organism,
 - 2) If a worker has been exposed, and
 - 3) If a worker believes that they have been exposed.
- h) Set out the methods of cleaning, disinfecting, or disposing of clothing, personal protective equipment, and/or other equipment contaminated with an infectious material or organism that must be followed and indicate who is responsible for carrying out those activities.
- i) Describe the training to be provided to workers who may be exposed and the means by which this training will be provided.
- j) Require the investigation and documentation, in a manner that protects the confidentiality of the exposed worker, of any work-related exposure incident, including the route of exposure and the circumstances in which the exposure occurred.
- k) Require the investigation of any occurrence of an occupationally transmitted infection or infectious disease to identify the route of exposure and implement measures to prevent further infection.
- l) Be reviewed at least every **two years** or as necessary to reflect advances in infection control measures, including engineering controls.
- m) Be readily available to every worker who may be exposed

3.3 Worker Exposure and Health Monitoring

Procedures must be implemented for the post-exposure management of workers exposed to biohazardous materials (includes blood borne pathogens or harmful substances).

Once informed of the health hazard, workers exposed to biohazardous materials must be advised to seek immediate medical evaluation.

4.0 Training

All employees who are at elevated risk for exposure to blood borne pathogens must be trained in this practice and the applicable Exposure Control Plans.

5.0 Responsibilities

Roles and responsibilities for safety documents are described in the link below:

Cenovus CEN-EHS234, Roles and Responsibilities Standard

Roles and responsibilities specific to this Blood Borne Pathogen Practice are described below:

5.1 Work Supervisors

Work Supervisors are responsible to:

- a) Identify work tasks potentially involving exposure to biological hazards.
- b) Ensure that the risks of exposure to biological hazards are assessed, and controls are implemented, and where necessary, an exposure control plan is developed.
- c) Maintain essential supplies including mouth-to-mouth covers and nitrile gloves in first aid kits.

5.2 Contractors

Contractors who may be exposed to blood-borne pathogens are responsible for:

- a) Reading and becoming familiar with this Practice
- b) Maintaining a current Exposure Control Plan that is kept on site, available for review by Cenovus
- c) Supplying Cenovus with workers trained in the Exposure Control Plan
- d) Supplying the equipment necessary to implement the Exposure Control Plan

6.0 Principles

Hazard assessment and control practices and procedures are fundamental to the effective management of EH&S and are a part of the COMS.

7.0 References

7.1 Internal References

1. CEN-EHS022, EH&S/Operations Risk Management Practice
2. CEN-EHS234, Responsibilities & Responsibilities Standard

7.2 External References

1. Work Safe Alberta, *Best Practices for the Assessment and Control of Biological Hazards (2009)*

8.0 Management of Change

Proposed changes to this practice can be directed to H&S Programs & Projects

9.0 Definitions and Acronyms

Definitions and acronyms for safety documents are described in the link below:

Cenovus CEN-EHS243, Definitions and Acronyms

The following definitions and acronyms are specific to the Blood Borne Pathogen Practice.

BU means business unit

Biohazardous Material means a pathogenic organism, including a blood borne pathogen, that, because of its known or reasonably believed ability to cause disease in humans, would be classified as Risk Group 2, 3 or 4 as defined by the Public Health Agency of Canada, or any material contaminated with such an organism.

Blood Borne Pathogens means pathogenic microorganisms that are present in human blood and can cause disease in humans, including but not limited to hepatitis B virus (HBV), hepatitis C virus (HCV) and human immunodeficiency virus (HIV).

COMS means Cenovus Operations Management System

Expose means to come in harmful contact with an infectious material or organism from inhalation, ingestion, skin or mucous membrane contact, or percutaneous (i.e., needle/sharp-puncture) injury.

Infectious Material or Organism means an infectious material or organism that has been identified in an approved manner as an infectious disease hazard that poses a significantly increased exposure risk to a worker or self-employed person.

Occupational Exposure means reasonably anticipated, harmful contact with blood or other potentially infectious biohazardous materials that may result from the performance of a staff member's duties.

Appendix A – Applicable Legislation

The Blood Borne Pathogen Practice encompasses requirements of the following legislation.

1. Alberta OHS Code (2009)

- a) Part 2 – Hazard Assessment, Elimination and Control
 - Section 7 – *Hazard Assessment*
 - Section 8 – *Worker Participation*
 - Section 9 – *Hazard Elimination and Control*
 - Section 10 – *Emergency Control of Hazard*
- b) Part 4 – Chemical Hazards, Biological Hazards, and Harmful Substances
 - Section 16(3) – *Maintaining Exposure as Low as Reasonably Achievable*
- c) Part 35 – Health Care and Industries with Biological Hazards
 - Section 525.1 – *Exposure Control*
 - Section 528 – *Policies and Procedures*
 - Section 529 – *Limited Exposure*
 - Section 530 – *Post-Exposure Management*

2. Saskatchewan OH&S Regulations (to 2009)

a) Part III – General Duties

- Section 12 a) *General Duties of Employers*
- Section 22 b) *OH&S Program – identification of existing and potential risks to the health and safety of workers.... and measures.....that will be taken to reduce, eliminate, or control those risks.*

b) Part VI – General Health Requirements

- Section 85 – *Exposure Control Plan*

c) Part XXI – Chemical and Biological Substances

- Part XXXI – *Additional Protection for Health Care Workers*