

OSHA Veterinary Team Training

OSHA is very clear on one thing: You are required to provide training for your employees.

Who: All employees

What: Site and job duty specific hazards.

Basic OSHA definitions and rights and responsibilities.

BBP

Zoonosis

General Safety including EAP (Emergency action Plan)

Radiation Safety

Chemical Hazards (“Right to Know” principles).

Workplace Violence

And any other site-specific /job duty specific potential hazards

When: At time of employment, as hazards change and again at least annually.

OSHA also is big on documentation. The following needs to be documented regarding employee training:

Date Training Occurred

Topics Covered

Attendees name, position and signature

All employees should initially be trained on all the hazards for their positions before they are exposed to the hazards. This especially critical in terms of chemical use. **All employees are supposed to be trained on the potential hazard, proper personal protective equipment required and emergency procedures in case of an accident for any chemical they routinely use BEFORE they use the chemical.** That means we make them aware of the MSDSs and how to read and interpret them.

OSHA is OK with a monthly meeting after the initial training to achieve the annual training goals, in fact that is often the easiest way. OSHA also doesn’t care what media, if any, you use, as long as you document what training occurred when and for whom.

The only other requirement is that the Safety Officer or some other designated person be available for questions. This means you can also use training films or your online courses as long as the employees/students can ask questions.

OSHA Training Outline

I. Background Information

- A. OSHA=Occupational Safety and Health Act/Administration
- B. Original Act 1970
 - Purpose of OSHA
 - General Duty Clause
 - Employer Responsibilities
 - Employee Rights
- C. Standards/Guidelines Affecting Veterinary Medicine
 - Bloodborne Pathogen Standard
 - Hazard Communication Standard
 - Workplace Violence (Guidelines)
 - Ergonomics (Guidelines)
 - General: Fire, Working/Walking Surfaces, Exits, Emergency Evacuations
- D. Inspections
 - Who? What? Where? When? Why?

II. Program in General

- A. Commitment of Management
- B. Safety Coordinator
- C. Manual – Know where yours is and what it covers
 - 1. Bloodborne Pathogen Standard
 - 2. Written Infection Control Plan
 - 3. Hazard Communications Standard (Chemical Right-to-Know Law)
 - 4. Written Hazard Communication Plan Labeling/MSDS
 - 5. General Safety: Emergency Preparedness – Know your role!
 - 6. Workplace Violence, Ergonomics

III. Bloodborne Pathogen Standard/Zoonotic Diseases

- A. Define human bloodborne pathogen and name several
 - Exposure to Human BBPs
 - Definition
 - Follow-up
 - Statistics
- B. Discuss universal precautions
- C. Exposure I.D. Form
 - 1. Discuss what activities pose hazards
 - 2. Define exposure

- D. Zoonosis: Identify three
 - 1. Transmission
 - 2. Symptoms
 - 3. Statistics
- E. Personal Protective Equipment
 - 1. Appropriate to the task
 - 2. Appropriate to the individual (Latex Allergy)
 - 3. *What to wear when*

F. Biohazardous Waste Disposal

G. Disinfectant & “kill” times

IV. General Safety

- A. Electrical hazards to avoid
- B. Fire
- C. Emergency preparedness – Know your role!
Designated meeting area
- D. Indoor Air Quality

V. Hazardous Communication Program

- A. Chemical Hazards
 - 1. Physical (fire, explosion, etc.)
 - 2. Health
 - a. Acute (headache, irritation, nausea, etc.)
 - b. Chronic
- B. Frequently used hazard chemicals
Know at least one you work with, its hazards, and how to protect yourself.
- C. Labeling
 - 1. Primary containers are labeled by the manufacturer
 - 2. This facility must label secondary containers
- D. MSDS – Know location, how to understand, how to obtain
- E. Spill kit – Where is yours?
- E. Spill clean-up directions – Include Personal Protective Equipment (PPE) used

VI. Ergonomics

- A. Triggers
- B. Prevention

VII. Workplace Violence

- A. Triggers
- B. Prevention

VIII. Compassion Fatigue

- A. Dealing With Difficult People
- B. Dealing With Difficult Situations
- C. Emergencies
- D. Euthanasia