

WAC 296-823-12005 Provide training to your employees. (1) You must make sure all employees with occupational exposure participate in a training program that is:

- (a) Provided at no cost to them; and
 - (b) Conducted during compensated working hours.
- (2) You must provide training when any of the following occur:
- (a) Before assigning tasks where occupational exposure might occur;

(b) At least annually and within one year of the previous training.

(3) You must make sure the content and vocabulary of your training materials are appropriate to the educational level, literacy, and language of your employees.

(4) You must make sure the person conducting the required training is knowledgeable about the subject matter as it relates to your workplace.

(5) You must make sure the training program contains at least the following elements:

(a) An accessible copy of this chapter and an explanation of the contents;

(b) A general explanation of the epidemiology and symptoms of bloodborne diseases;

(c) An explanation of how bloodborne pathogens are transmitted;

(d) An explanation of your exposure control plan and how the employee can obtain a copy of the written plan;

(e) An explanation of how to recognize tasks and other activities that could involve exposure to blood and other potentially infectious materials (OPIM);

(f) An explanation of the use and limitations of methods that will prevent or reduce exposure including:

(i) Equipment and safer medical devices;

(ii) Work practices;

(iii) Personal protective equipment.

(g) Information about personal protective equipment (PPE) including:

(i) The types;

(ii) Proper use and limitations;

(iii) Selection;

(iv) Location;

(v) Putting it on and taking it off;

(vi) Handling;

(vii) Decontamination;

(viii) Disposal.

(h) Information about the hepatitis B vaccine, including:

(i) Information about its effectiveness;

(ii) Safety;

(iii) Method of administration;

(iv) The benefits of being vaccinated;

(v) Offered at no cost to the employee for the vaccine and vaccination.

(i) Information about what actions to take and persons to contact when exposure to blood or OPIM occurs outside of the normal scope of work;

(j) An explanation of the procedure to follow if an exposure incident occurs, including:

(i) The method of reporting the incident;

(ii) The medical evaluation and follow-up that will be available.

(k) Information about the post-exposure evaluation and follow-up procedure following an exposure incident;

(l) An explanation of the signs and labeling or color-coding required by this chapter;

(m) An opportunity for interactive questions and answers with the trainer at the time of the training session.

Note: This may be person-to-person, by telephone, or by email, as long as the employee can both ask and receive answers during the training session.

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050. WSR 15-23-086, § 296-823-12005, filed 11/17/15, effective 12/18/15. Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, and 49.17.060. WSR 03-09-110, § 296-823-12005, filed 4/22/03, effective 8/1/03.]