


Name of Policy: <u>Management of the Health Care Worker Infected with Hepatitis B Virus, Hepatitis C Virus or Human Immunodeficiency Virus</u> Policy Number: 3364-100-40-02 Department: Hospital Administration Approving Officer: Chief Executive Officer - UTMC Responsible Agent: Medical Director, Infection Control Scope: The University of Toledo Medical Center and its Medical Staff	 Effective Date: June 1, 2020 Initial Effective Date: June 9, 1993		
<input type="checkbox"/> New policy proposal <input type="checkbox"/> Major revision of existing policy		<input type="checkbox"/> Minor/technical revision of existing policy <input checked="" type="checkbox"/> Reaffirmation of existing policy	

(A) Policy Statement

Infected health care workers (“HCW’s”) will be offered confidential counseling and guidance as to how to minimize the risk of infecting patients and/or their co-workers.

(B) Purpose of Policy

To establish procedures to reduce the risk of transmission of HIV, HBV, and/or HCV from infected HCW’s to patients or other health care workers.

(C) Procedure

Confidentiality:

Due to the confidential nature of information regarding a HCW's bloodborne virus status, such information should only be shared with those persons as permitted by law or with the informed consent of the HCW. Any communication regarding recommendations for protective precautions should be made as an anonymous case scenario.

Disclosure:

The infected HCW is medically and ethically obligated to seek counseling regarding protection of himself/herself and the patients/coworkers with whom he/she comes in contact. Counseling will include education as to the mode of transmission of the aforementioned viruses in the health care setting, protective practices to prevent such transmission and recommendations as to the need for modifications of professional practice. The following institutional resource persons are identified to provide such information:

- Medical Director, University Health Services
- Director, Medical Humanities and Ethics Program
- Chief of Division of Infectious Diseases
- University Employee Health Services Nurse
- HIV Clinical Coordinator
- Infection Control Practitioner

Information obtained from the infected employee will be kept strictly confidential and will NOT be shared with the employer or employee's supervisor without the consent of the employee.

Job-related Activities:

Any recommendations for modification of the clinical training, duties, and/or privileges of infected HCW’s will take into account the nature of the clinical activity, the technical expertise of the infected person, and the risks posed by HIV, HBV, or HCV carriage, attendant functional disabilities and the transmissibility of simultaneously carried infectious agents. The recommendations will be made on a case-by-case basis by a UTMC Infectious Diseases physician in consultation with the employee's private physician. Disclosure of the individual's identity to the above parties will occur only with the employee's consent.

Infected HCWs may have additional disclosure/job-related activity requirements from licensing or regulatory bodies outside the scope of this policy.

Exposure Management:

In the circumstance in which a patient is potentially exposed or suspected of having been potentially exposed to an infected HCW's blood or other hazardous body fluid, the HCW is medically and ethically obligated to immediately notify one of the institutional resource persons (as listed above). Immediate notification is necessary to initiate protective measures to possibly prevent or decrease the severity of infection in the potentially exposed patient.

When the institutional resource person is consulted, he/she will disclose information about the potential patient exposure to the patient's primary physician without revealing the identity of the employee.

The patient's primary physician should provide counseling to the patient who was potentially exposed regarding the implications of the potential exposure event, recommendations for prophylaxis and follow-up medical care. The physician is NOT to inform the patient of the identity of the potential source HCW.

When the infected employee has reason to believe that exposure of a co-worker to his/her blood or other hazardous body fluid has occurred, the infected employee is medically and ethically obligated to immediately notify one of the institutional resource persons. Immediate notification is necessary to initiate protective measures to possibly prevent or decrease the severity of infection in the potentially exposed employee.

The institutional resource person, with the infected health care worker's permission, will notify the Medical Director of Occupational Health Services to facilitate appropriate counseling and recommendations for medical intervention, if needed, can be provided to the exposed HCW.

Refer to Bloodborne Pathogen Exposure Control Plan for exposure management guidance

References:

ORC 3701.24, *et seq.*: Report as to contagious or infectious diseases - AIDS and HIV

OAC 4731-19, *et seq.*: Duty of Licensee to report HIV or HBV infection; Confidentiality <http://codes.ohio.gov/oac/4731-19>

<p>Approved by:</p> <p><u>/s/</u> <u>05/18/2020</u> Michael Ellis, M.D. Infection Control Committee, Chair Date</p> <p><u>/s/</u> <u>05/18/2020</u> Samer Khouri, M.D. Chief of Staff Date</p> <p><i>Review/Revision Completed By:</i> HAS Infection Control Committee Medical Staff</p>	<p>Review/Revision Date:</p> <p>9/11/96 9/14/98 11/14/01 11/11/04 4/23/2008 4/27/2011 4/1/2014 6/1/2017 5/18/2020</p>
<p>Next Review Date: 6/1/2023</p>	
<p>Policies Superseded by This Policy: 7-40-02 - Management of the Health Care Worker Infected with Hepatitis B Virus, Hepatitis C Virus or Human Immunodeficiency Virus</p>	