Compliance Review

Bloodborne Pathogen (BBP) Online Training

The purpose of this document is to outline the compliance review for the eSafetyFirst Canada (eSafety) BBP Online Training course. The course was viewed in its entirety and then both modules reviewed to determine compliance with the legislation and standards outlined in the next paragraph.

The eSafetyFirst course also provides a robust supplementary information article regarding BBP awareness, and training, it can be found here, https://esafetyfirst.com/blog/bloodborne-pathogens-safety-in-canada-ensuring-workplace-safety/.

Evaluating a Bloodborne Pathogens (BBP) online training course against Canadian federal (Canada Labour Code, Part II) and provincial/territorial Occupational Health and Safety (OHS) regulations requires distinct, measurable learning outcomes. Regulatory frameworks—such as Ontario's *OHSA*, Alberta's *OHS Code*, BC's *Occupational Health and Safety Regulation*, and CCOHS guidelines—mandate that BBP training move beyond basic awareness to demonstrate clear competency in exposure control, engineering controls, personal protective equipment (PPE), and emergency response.

Below are the expected learning outcomes organized under your course's specific structural sections. *Any non-compliance issues or deficiencies are noted in each section*.

Course Overview

In this module, participants learn which are the Bloodborne Pathogen viruses, how they spread, work risks, symptoms and treatments.

Expected Learning Outcomes

Upon completing this section, participants must be able to:

- **Identify Common Bloodborne Pathogens:**
    - Define what bloodborne pathogens are and recognize the primary pathogens of concern in Canadian workplaces, including Hepatitis B Virus (HBV), Hepatitis C Virus (HCV), and Human Immunodeficiency Virus (HIV).
- **Understand Transmission Pathways:**
    - Differentiate between modes of transmission, specifically parenteral exposure (needle sticks, sharps injuries), non-intact skin contact, and mucous membrane exposure (eyes, nose, mouth).
    - Identify standard **Other Potentially Infectious Materials (OPIM)**, including body fluids containing visible blood, semen, vaginal secretions, and cerebrospinal or synovial fluid.

- **Assess Workplace Risk Factors:**
    - Evaluate daily job tasks to identify high-risk scenarios for BBP exposure (e.g., handling waste, first aid provision, handling used sharps, cleaning contaminated surfaces).
- **Recognize Disease Progression & Symptoms:**
    - Describe the common signs, symptoms, and incubation periods for HBV, HCV, and HIV infection.
    - Understand the long-term health risks associated with chronic infection (e.g., liver cirrhosis, liver cancer, immune system failure).
- **Understand Treatment & Vaccination:**
    - Explain the availability, effectiveness, and benefits of the Hepatitis B vaccine series.
    - Recognize the role and importance of rapid **Post-Exposure Prophylaxis (PEP)** for HIV and Hepatitis B following a potential exposure event.

Module 1 does a good job of providing the learning with the necessary information to satisfy the learning outcomes mentioned above. There are some revisions that should be made, see below:

~~**Slides 10, 17, 27, and 28** are full of some valuable information and statistics but they do not match the narration for each slide. In fact, in some cases the narration quotes older material than is presented on the slide. It would be beneficial if the narration was updated to match the slides in the next revision.~~ **Revisions have been made to each of these slides to correct the deficiencies noted**

Exposure Prevention

Throughout this module, participants learn about the following: How they can contract Bloodborne Diseases, Employer Responsibilities, Preventing Bloodborne Pathogens and Safe Work Procedures.

Expected Learning Outcomes

Upon completing this section, participants must be able to:

- **Navigate Canadian OHS Legislative Requirements:**
    - Identify employer and worker duties regarding biohazards under applicable federal and provincial/territorial OHS legislation (e.g., requirement for an Exposure Control Plan, hazard assessment, and provision of safety equipment without cost to workers).
    - Understand WHMIS/GHS principles as they apply to biohazardous infectious materials (Class D, Division 3 or GHS Biohazardous Infectious Materials category).
- **Apply the Hierarchy of Controls:**

    - **Elimination & Substitution:** Recognize methods to eliminate unnecessary sharps or hazardous processes.
    - **Engineering Controls:** Correctly identify and utilize safety-engineered sharps devices (e.g., retractable needles, shielded scalpels) and biohazard disposal containers compliant with CSA Standard Z316.6.
    - **Administrative Controls:** Demonstrate knowledge of exposure control plans, standard operating procedures, restricted access areas, biohazard signage, and proper hand hygiene protocols.
- **Select and Use Personal Protective Equipment (PPE):**
    - Select appropriate PPE (nitrile/latex gloves, eye protection, face shields, fluid-resistant gowns) based on a task-specific risk assessment.
    - Demonstrate proper procedures for inspecting, donning, doffing, and disposing of contaminated PPE without cross-contaminating skin or clothing.
- **Implement Safe Work Procedures & Decontamination:**
    - Apply safe handling techniques for contaminated sharps (e.g., strict prohibition of recapping needles by hand, using the one-handed scoop technique only when necessary, immediate disposal into approved sharps containers).
    - Perform proper cleanup and disinfection procedures for blood spills using Health Canada–approved disinfectant agents or freshly diluted bleach solutions.
    - Distinguish between regular workplace waste and biohazardous waste requiring specialized handling, containment, and disposal under provincial environmental regulations.
- **Execute Post-Exposure Emergency Response:**
    - Demonstrate immediate first-aid steps following an exposure incident (e.g., washing the site with soap and water, flushing mucous membranes with water or saline).
    - Follow internal reporting procedures, including immediate reporting to a supervisor and local OHS/first aid designate.
    - Understand the critical timeframe for seeking urgent medical evaluation and initiating PEP (ideally within 1 to 2 hours post-exposure).
    - Identify documentation requirements, including completing an incident report and participating in an exposure investigation to prevent future recurrences.

The information presented in Module 2 meets the learning outcomes outlined above. There are no revisions required for this module.



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